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REPORT OF THE EXECUTIVE DIRECTOR

SUMMARY

The present document provides an overview of developments in UNICEF programmes and operations in 1995. Following a brief introduction, chapter I focuses on programme-related activities and progress towards the goals for the mid-decade and the year 2000. Major components of UNICEF programmes in 1995 include primary health care, nutrition, basic education, water supply and sanitation, child protection and UNICEF priority to Africa. Emergency operations and the Convention on the Rights of the Child as the framework for programme development and advocacy also are discussed in chapter I, in addition to other influences on UNICEF programmes. The latter include issues of capacity-building and sustainable development; evaluation and monitoring; participation and social mobilization; poverty alleviation; and follow-up of major international conferences. Chapter II focuses on working with partners and allies, and developments in human resources management are reported in chapter III. An overview of the status and progress of the management excellence effort is provided in chapter IV. Chapter V provides a summary of other management and administration activities, including UNICEF income and expenditure, financial management, supply and administrative operations, information resources management and internal audit. It also contains information about programme expenditure. The annex provides additional programme statistics.

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ABBREVIATIONS

AIDS	acquired immune deficiency syndrome
ARI	acute respiratory infections
BCAs	Basic Cooperation Agreements
CEE	Central and Eastern Europe
CIDA	Canadian International Development Agency
DPT3	three doses of combined diphtheria/pertussis/tetanus vaccine
ECD	early childhood development
ECPAT	End Child Prostitution in Asian Tourism
EFA	Education for All
EHP	Environmental Health Project (USAID)
EPI	expanded programme on immunization
GCO	Greeting Card and related Operations
GNP	gross national product
GSA	Global Staff Association (UNICEF)
Habitat II	Second United Nations Conference on Human Settlements
HIV	human immunodeficiency virus
ICDC	International Child Development Centre
ICPD	International Conference on Population and Development
IDD	iodine deficiency disorders
JCGP	Joint Consultative Group on Policy
LDCs	least developed countries
MENA	Middle East and North Africa
MICS	multiple indicator cluster surveys
MOU	memorandum of understanding
NGOs	non-governmental organizations
NPAs	national programmes of action
OAU	Organization of African Unity
ODA	official development assistance
OPV3	three doses of oral polio vaccine
ORT	oral rehydration therapy
PEC	primary environmental care
RRT	rapid response teams
TBAs	traditional birth attendants
TSGs	technical support groups
UBS	urban basic services
U5MR	under-five mortality rates
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees
USAID	United States Agency for International Development
WHO	World Health Organization
WSSD	World Summit for Social Development
WWF	Worldwide Fund

INTRODUCTION

1. As UNICEF approaches its fiftieth anniversary and prepares a mid-decade progress report in 1996, there is ground for optimism. Great strides have been made towards fulfilling the goals set at the World Summit for Children in 1990. Children now occupy a prominent place on international and national human rights and development agendas. At the same time, extreme poverty, inadequacy of basic services and the denial of human rights of children continue to put them in jeopardy. At least 8 million children have died of preventable causes in 1995 and millions more have suffered from assaults on their health and development. The UNICEF Mission Statement, adopted at the first regular Executive Board session in January 1996 (E/ICEF/1996/12 (Part I), decision 1996/1), reaffirms the central purpose of UNICEF as protecting children's rights and meeting their basic needs.

2. In addition to the "silent emergencies" of poverty and disease, the proliferation of war and civil conflict in the post-cold war era have wrought devastation for millions of children. Often they have been targeted directly. UNICEF highlighted the plight of children in war in The State of the World's Children 1996 report and proposed a 10-point anti-war agenda. Regrettably, the past year reflected the unhappy symmetry of progress and continuing crisis for children.

I. PROGRAMME OVERVIEW

A. Progress towards the decade goals and beyond

Overview of progress

3. Programme strategies were reviewed by the Executive Board in 1995 in the areas of education (E/ICEF/1995/16), health (E/ICEF/1995/11/Rev.1) and water and environmental sanitation (E/ICEF/1995/17). Those strategy reviews attempted to absorb the experience of recent years in promoting the decade goals. They drew on the strategy discussion prompted by the 1992 multi-donor evaluation of UNICEF (E/ICEF/1993/CRP.7). They also marked the beginning of a process of applying the Convention on the Rights of the Child as the framework for UNICEF programmes.

4. In 1995, UNICEF had programmes of cooperation in 149 countries, with 75 per cent of its programme expenditure directed to children's long-term needs and the "silent" emergencies of disease and malnutrition that continue to kill 35,000 children every day. Three quarters of programme expenditure were in 65 low-income countries.

5. The under-five mortality rate (U5MR) is declining in all regions of the world. While progress was made on tackling the major causes of child deaths - through immunization, nutrition measures, and programmes on acute respiratory infections (ARI) and diarrhoeal and communicable diseases - the gains differed by cause and region, with sub-Saharan Africa still trailing behind others. The lowest U5MRs among developing regions in 1994 were in Latin America and the Caribbean at 47 per 1,000 live births, East Asia and the Pacific at 56, the Middle East and North Africa at 62, followed by South Asia at 124 and sub-Saharan Africa at 177.

6. More than 150 developing countries have prepared national programmes of action (NPAs) or are in the advanced stage of doing so to achieve the World Summit goals for children, and 167 heads of State or Government had signed the

World Summit for Children Declaration by the end of 1995. The Convention on the Rights of the Child was ratified by 187 countries, making it the most widely ratified human rights treaty in history. UNICEF was active in the preparations for the World Summit for Social Development (WSSD) in Copenhagen and the Fourth World Conference for Women in Beijing, as well as in shaping the outcomes of these major consensus-building events of 1995, with important implications for children and women.

7. The Secretary-General, in his 18 December 1995 speech launching the International Year for the Eradication of Poverty, singled out the "accountable progress [made] in fulfilling the promise" of the World Summit for Children. He noted that "similar follow-up in respect of the other international conferences will bring equally impressive results", and emphasized the importance of the "integration of these global commitments into national plans, strategies and programmes".

8. At last estimate, UNICEF recorded intersectoral efforts in 102 countries to measure progress towards specific national goals. Surveys have provided a snapshot of what is happening to children and women, including the most vulnerable who may go unregistered in routine reporting systems. The multiple indicator cluster surveys (MICS) have been found to be useful in a variety of country situations to monitor conditions and target action. They are being used in countries recovering from emergency conditions, such as Mozambique; in those such as Somalia, where conditions for children are extremely serious; in recently independent countries such as Eritrea, where new systems will take time to be put into place; and in countries such as Zambia, where national resources have restricted the possibilities of developing more standard measurement systems.

9. As requested by the Executive Board, UNICEF is monitoring the cost of multiple indicator surveys, the contribution of various agencies and the extent to which the reviews build national capacity. As of this writing, it is apparent that there is a large range in the cost of the 102 surveys that have been carried out to measure mid-decade status. Data on the costs of these surveys are currently being collected. At this stage of analysis, the simple surveys being conducted by programme managers, in partnership with national institutions, are found to be much less expensive than more traditional surveys which often require more extensive outside assistance. MICS averaged approximately $90,000 per survey, compared to the other surveys which were more than five times as expensive (over $500,000 each) and had an average sample size one half as large as that of MICS. The information collected through MICS is useful not just to monitor the progress of mid-decade goals, but also as an important contribution to better programming and ensuring programme effectiveness. Governments and other external partners have found these to be extremely valuable for their own programme development and evaluation.

10. Through its four issues since 1992, the UNICEF publication The Progress of Nations has recorded the advances and set-backs for children and women in all regions of the world. The 1995 issue confirms the trend of Governments giving a high priority to tracking progress for children. Where once there were great blanks in the record, it is now beginning to fill. Much, however, remains to be done in industrialized as well as developing countries to put data to work for children. The lessons learned, analysed and absorbed with many partners in the past year hold promise for building a firmer foundation for children everywhere, especially for the most vulnerable.

Health of children, youth and women

11. Extensive analysis and consultation within UNICEF and with its partners, notably the World Health Organization (WHO), preceded the consideration by the Executive Board in 1995 of UNICEF strategies in health. These are best described in terms of a matrix that places system development concerns such as health policies, health monitoring and health promotion on one axis, with the imperatives for effective health service access to children, youth and women on the other. The main criteria for deciding UNICEF priorities remained the impact on reducing infant mortality, promoting pregnancy care and women's reproductive health, and promoting healthy behaviours among the youth.

Health systems development

12. As countries make progress towards achieving the World Summit goals, sustainability issues are addressed in the health sector through improved governance of health systems, a more efficient use of available resources and better quality of care. By the end of 1995, 41 countries had adopted the principles of the Bamako Initiative. Of those, 28 are in sub-Saharan Africa, 5 in Asia and the Middle East, 2 in the former Soviet Union and 6 in Latin America and the Caribbean. A UNICEF-sponsored study by the Harvard School of Public Health (United States) found community cost-sharing and co-management to be a feasible strategy for improving access to health care for China's 800 million rural inhabitants. Policy recommendations are to be discussed at a National Conference on Health Policy convened by the State Council. Other countries attempting to revitalize community health systems using the strategy of the Bamako Initiative include Cambodia, Ecuador, El Salvador, Guatemala, Guyana, Honduras, the Lao People's Democratic Republic, Mongolia, Myanmar, Nepal, Peru and Viet Nam. In the countries of Central and Eastern Europe, the Commonwealth of Independent States (CIS) and the Baltic States, UNICEF is assisting Governments in the design and implementation of essential drugs policies.

13. As part of its efforts to increase women's access to essential obstetric care, UNICEF helped selected countries (Benin, Burkina Faso, Guinea, Mali, Togo, Senegal and Uganda) to plan for the revitalization of district hospitals using the same type of reorganization, rationalization of services and management undertaken at the health centre level.

14. Operations research is being supported in six areas of health systems development: community participation; equity; staff motivation; sustainability of health structures and systems; drug management and quality assurance; and improved health care. Three studies were completed in 1995. The findings will be reviewed with policy makers, donors and planners, and used to refine health policies and implementation strategies.

15. During 1995, UNICEF worked in close collaboration with the World Bank, WHO, the European Union and many bilateral agencies and non-governmental organizations (NGOs). A positive trend is the growing consensus among health sector donors to provide support, through the creation of combined funds, to build capacity for responding to district health priorities. Mali and Zambia are examples of this endeavour. This experience will be especially relevant for the implementation of the United Nations System-wide Initiative on Africa initiated by the Secretary-General.

Child health

16. With over 8 million young children still dying every year from preventable causes, morbidity and mortality prevention remain at the top of UNICEF priorities. Despite progress made towards child survival, communicable diseases such as malaria, diarrhoea, pneumonia and measles remain widespread, especially in sub-Saharan Africa.

17. Oral rehydration therapy (ORT) is now estimated to save 1.25 million lives annually. It is presently used in well over one half of the episodes world-wide. Compared to less than 1 per cent use in 1980, and 36 per cent in 1990, this remarkable progress has saved more than 5 million lives in the last five years.

18. The steady strengthening of infrastructure, combined with intensified social mobilization, has been found to be a highly effective approach. Along with routine year-round promotional activities, some 30 countries held national health/ORT weeks. Equatorial Guinea and Ethiopia held this event for the first time in 1995. In all promotional activities related to ORT, advocacy also is made for breast-feeding, clean water and sanitation. International symposia for the promotion of ORT were held in Brazil, Burkina Faso and Cameroon, with a total of 36 participating countries.

19. Around 110 countries now have national ARI programmes, compared to only 15 countries in 1990, although most still have to reach nationwide coverage. During 1995, implementation plans were revised in 15 countries, and support was given for the development of plans in five new countries. In addition to strengthening operational capacity, which includes decentralization of planning, steps were taken to strengthen communication activities, especially to encourage parents to take timely action for seeking help.

20. UNICEF has continued to emphasize the rationalization of the case management approach to sick children, particularly in cases of pneumonia, diarrhoea, measles and malaria. An integrated approach to child health - which includes breast-feeding and other sound nutritional practices, appropriate sanitation behaviour, ensuring the availability of essential drugs and the maintenance of immunization coverage - continues to be stressed in UNICEF advocacy and policy dialogue.

Immunization and disease control

21. High global immunization coverage rates were sustained in 1995, ranging from 76 to 87 per cent for measles, three doses of combined diphtheria/pertussis/tetanus vaccine (DPT3), three doses of oral polio vaccine (OPV3) and anti-tuberculosis vaccine in developing countries. Using DPT3 as an indicator, data show major progress as well as regional disparities. The highest DPT3 rates were achieved in South Asia, the Middle East and North Africa, and East Asia and the Pacific with 86 per cent on average, followed by Latin America and the Caribbean at 81 per cent, Central and Eastern Europe, CIS and the Baltic States at 78 per cent, Eastern and Southern Africa at 63 per cent and West and Central Africa at 41 per cent. The lowest coverage rates in West and Central Africa are due largely to weak health infrastructures, exacerbated by economic difficulties and political instability.

22. In 1995, significant progress was reported towards the attainment of the mid-decade goals of measles control and the elimination of neonatal tetanus. In the Americas and the Caribbean region, measles control strategies have been developed and implemented on a national scale. Chile, Cuba and countries in the

Caribbean have successfully interrupted transmission of the measles virus. Haiti also successfully carried out a nationwide campaign to control measles epidemics. Global efforts to eradicate polio continue to make progress. Surveillance data show that 145 of 213 countries reported zero cases of polio in 1993, the latest year for which global data are available. West and Central Africa again reported the lowest coverage, with 39 per cent of children receiving the recommended doses of three polio vaccinations. Collaborative efforts with WHO, Rotary International, the United States Centers for Disease Control and Prevention and national Governments continue to further expand polio-free zones in the world.

23. The Vaccine Independence Initiative helps Governments to strengthen their capacity to plan and finance the procurement of vaccines and increase the sustainability of national vaccine supply systems. It has a revolving fund to help countries bridge the gap in their payments for vaccines temporarily, assist countries short of hard currency and allow access to the UNICEF procurement system. Bangladesh, Burundi, Fiji, Ghana, Kazakstan, Morocco, the Philippines, Solomon Islands, Turkmenistan, the United Republic of Tanzania, Uzbekistan and Vanuatu participated in this initiative in 1995. Donors to the Vaccine Independence Initiative, who assist in capitalizing a revolving fund, include the United States Agency for International Development (USAID), the Australian Agency for International Development, the Overseas Development Administration (United Kingdom), and the Governments of Japan, Netherlands, New Zealand and Norway.

24. Substantial progress was made towards the eradication of dracunculiasis (guinea worm disease) in the first half of the decade. The number of cases has been reduced by more than 95 per cent over the past decade, from an estimated 3.5 million cases in the mid-1980s to around 110,000 cases in less than 8,000 endemic villages in 1995. Compared to 1994 levels, most countries have reduced the number of reported cases of the disease by one third or more. Guinea worm disease is now endemic in 16 African countries as well as in Yemen and small parts of India. Principal obstacles to eradication are conflicts and insecurity, as in the strife-torn areas in and around southern Sudan.

Women's health and reproductive health

25. In 1995, UNICEF policies and strategies in women's health were revised, taking into account current international knowledge regarding maternal health care and programme experiences of several UNICEF country offices. Reproductive health encompasses safe motherhood, neonatal care, family planning, the prevention and management of reproductive tract infections and cancers, and the prevention of sexual violence against women and children. A new approach to estimating maternal mortality developed by WHO and UNICEF indicated that 585,000 women die each year from pregnancy-related causes, a significant increase over the past estimate of 500,000.

26. UNICEF support in women's health focused on the reduction of maternal mortality primarily through expanding access to quality prenatal, delivery and post-natal care. In light of emerging evidence pointing to a lesser role of traditional birth attendants (TBAs), UNICEF has refocused its efforts on strengthening the role of professional midwives. UNICEF also worked closely with community-based organizations to develop health promotion messages in a range of women's health issues such as family planning, breast-feeding, HIV/AIDS, violence and female genital mutilation. Examples of those approaches can be seen in many country programmes, including Bangladesh, Benin, Ghana, India, Indonesia, Mali and Zambia. In Mexico, UNICEF supported the National Commission for Safe Motherhood, which mobilizes political commitment to reducing

maternal mortality and monitors progress. Safe motherhood workshops were held in Amman, Abidjan and New Delhi.

27. As follow-up to the International Conference on Population and Development (ICPD) held in Cairo, UNICEF participated in the Inter-agency Task Force and Working Group on Reproductive Health and led the Working Group on Tracking Maternal and Infant Mortality. At the Fourth World Conference on Women, UNICEF organized workshops at the NGO Forum on community mobilization for emergency obstetric care and other women's health issues. A life cycle approach to the health of girls, adolescents and women was highlighted.

28. Networking and advocacy at the global level continued through participation in the Joint Programme on Strengthening National Capacity-building to Reduce Maternal Deaths and Disabilities (WHO, the United Nations Development Programme (UNDP), the United Nations Populations Fund (UNFPA) and UNICEF), the Inter-agency Working Group on Safe Motherhood, the Symposium on Reproductive Health in Refugee Situations, the International Maternal and Child Health Committee of the American Public Health Association, meetings with professional associations of midwives and obstetricians/gynaecologists, and the preparation with WHO of the Guidelines for Monitoring Progress in Maternal Mortality. With assistance from the UNICEF Supply Division, UNICEF kits for TBAs and midwives were revised, and three "Kits for Women in Emergencies", including a kit for women's basic needs, a shelter delivery kit and a kit for midwives are being field tested.

Youth health

29. The UNICEF health strategy adopted in 1995 (E/ICEF/1995/9/Rev.1, decision 1995/28) recognized that the health of young people is an issue of child rights, and that addressing adolescent health problems is important for achieving the goals of the World Summit for Children as well as those of ICPD and the Fourth World Conference on Women.

30. In the past two years, technical support groups (TSGs) have focused on different strategies to improve and maintain young people's health and development. The TSG process brought out important programme lessons. It emphasized the importance of focusing on a set of problems that have common antecedents: unwanted and unsafe sex; substance abuse, including alcohol and tobacco; violence and accidents; poor nutrition; and certain common endemic diseases. The priorities for programming, in line with a rights-based approach, encompass providing information, developing life skills, increasing access to education and health services, and creating a safe and enabling environment free from exploitation and abuse. Those intervention areas can be programmed most effectively through schools, health services, NGOs and the media, and together would make up the main components of a national plan for adolescent health, much of which would be a natural extension of NPAs.

31. UNICEF programming approaches to youth health were endorsed by a WHO Expert Group on School Health Education and Promotion and at the Joint WHO/UNICEF/UNFPA Study Group on Programming for Adolescent Health that took place in Geneva in December. The Study Group developed a common framework for approaching adolescent health programming and a common agenda for action.

HIV/AIDS and children

32. Information continues to emerge on the dramatic impact of HIV/AIDS on children. In several countries this devastating epidemic has reversed the downward trends in infant and child mortality rates, has added a significant

extra burden to already seriously overstretched health systems, and has become a major obstacle to progress on other goals for children.

33. UNICEF is an active and committed co-sponsor and partner in the newly established Joint United Nations Programme on HIV/AIDS (UNAIDS). Its contribution to this joint process is based on the country programming work carried out in 30 countries through key programmes in sexual and reproductive health, youth health, school health and health communication. The results of this country-based work have now been summarized and made available to other UNICEF country programmes.

34. Many UNICEF country offices now have programme agreements with Governments for initiatives that touch on one or more aspects of the HIV/AIDS epidemic. The focus of the work includes introducing HIV/AIDS and life skills issues into school curricula, harnessing the power of mass communication for individual learning and social change, supporting families and communities to cope with the impact of HIV/AIDS on family and community life, reorienting health services to better respond to HIV/AIDS-related issues and incorporating HIV/AIDS as an important aspect of programming for women's health.

35. These initiatives will now become part of the discussions at the country level to arrive at a comprehensive United Nations agreement with the Government for HIV/AIDS support in each country. Partnerships with a range of organizations to provide a technical resource base for this work will be further expanded. Among these are the Rockefeller Foundation, the McConnell Clarke Foundation, the Partnership for Child Development, a number of divisions at WHO and UNFPA, Family Health International, Family Care International, the International Planned Parenthood Federation, the International Federation of Red Cross and Red Crescent Societies, PANOS (and international NGO) and the Children's Television Network.

Nutrition and household food security

36. The reduction of child malnutrition remained a key programme effort in many UNICEF country programmes. The highest underweight rates were in South Asia at 52 per cent on average, followed by West and Central Africa at 31 per cent, Eastern and Southern Africa at 29 per cent, East Asia and the Pacific at 23 per cent, the Middle East and North Africa at 15 per cent and Latin America and the Caribbean at 11 per cent.

37. In 1995, the UNICEF Regional Office for South Asia evaluated 21 community-based projects, including at least 8 in which a process of empowering the poor through participation approaches and the dissemination of knowledge contributed to declines in child malnutrition. The first meeting of nutrition focal points of West and Central Africa country programmes resulted in the identification of common problems and strategies to overcome them. In September, the nutrition focal points from all UNICEF regions and the Nutrition Section at New York headquarters reviewed the application of the UNICEF nutrition strategy and reaffirmed its value as an intersectoral programme framework. The review also called for a greater focus on women's and girls' nutrition.

38. Global progress was made towards salt iodization by end of 1995. Some 10 countries in Latin America have met the goal, and it is within sight in others. In Indonesia and Pakistan, two large countries with a high prevalence of iodine deficiency, iodized salt accounted for at least one half of all salt used by consumers. Technical guidelines on practical ways of monitoring salt iodization programmes were developed jointly with WHO, the International

Consultative Council on Iodine Deficiency Disorders and the Programme against Micronutrient Malnutrition and widely distributed. Many UNICEF country programmes are monitoring household availability of iodized salt utilizing a simple test kit as part of their MICS.

39. In 1995, UNICEF supported surveys of vitamin A status that resulted in widespread deficiency being recogrized for the first time in Botswana, Egypt, Kenya and South Africa. With support from the Micronutrient Initiative in Canada, UNICEF launched projects in 14 countries that will bring about innovations in systems of distribution of vitamin A supplements and improvements in monitoring the impact of supplementation on mortality and morbidity. A number of countries, including Bolivia and Brazil, are beginning to replicate the successful experience of Guatemala in the fortification of sugar with vitamin A. In Bangladesh, UNICEF is collaborating with Helen Keller International to assess the impact of a large home gardening project on the vitamin A status of mothers and young children.

40. The statement on strategies for reducing iron deficiency anaemia, developed and adopted by WHO and UNICEF in 1995, calls for general supplementation with iron in any population of pregnant women or young children where the prevalence of anaemia exceeds 30 per cent. A few UNICEF programmes began to use new research results indicating that weekly iron or vitamin A/iron supplements now are a feasible intervention to combat iron deficiency anaemia in vulnerable groups.

41. UNICEF joined with other agencies in exploring ways of increasing the micronutrient content of foods in the breeding of high-yielding ("green revolution") varieties of cereals such as rice. UNICEF also supported a number of country participants in the "Ottawa Forum" in December, which sought to strengthen collaboration between the private and public sectors for the fortification of staple foods in developing countries.

42. In 1995, the Baby-Friendly Hospital Initiative reached the milestone of 4,000 baby-friendly hospitals in 170 countries. After a slow start, countries of Central and Eastern Europe have joined the Initiative and are making considerable progress. The number of countries that have adopted a law or some provisions of the International Code of Marketing of Breast Milk Substitutes increased by 10 in 1995. Four more countries adopted actions to end the practice of distributing free and low-cost supplies at health facilities, bringing to 101 the total number of countries taking a legal step or a practical measure in this direction. UNICEF also participated in the development of a new multi-agency statement on HIV and breast-feeding, a process that will continue with UNAIDS in 1996.

43. UNICEF and WHO commissioned a review on issues related to complementary feeding as a key component of "care for nutrition". The review makes recommendations on complementing breast milk from the age of six months, including frequency of feeding, composition of complementary foods, micronutrient needs, and food hygiene and safety. Guidelines will be distributed widely and promoted through regional workshops.

44. Guidelines on the conceptualization and evaluation of household food security activities and an inventory of household food security components in UNICEF programmes were developed by the Nutrition Section in 1995. UNICEF also contributed to the preparation of the background paper for the World Food Summit to be organized by the Food and Agriculture Organization of the United Nations in 1996. Several country programmes supported innovative approaches to household food security, such as Cambodia's effort to transform the family food

production programme into a more integrated effort that helps rural women meet the basic needs of their households.

Basic education

45. The UNICEF Executive Board approved a new basic education strategy in May 1995 (E/ICEF/1995/9/Rev.1, decision 1995/21). The paper's premise is that education is a right of every child and that it plays a key role in fulfilling all other rights of children. The Executive Board made it clear that UNICEF must promote universal participation in basic education, giving priority to ending the disadvantage of girls and with a focus on Africa, South Asia and countries in emergency situations.

46. The mid-decade goals of advancing towards universal primary education and reducing gender gaps have been met in most of Latin America, Middle East and East Asia, with some positive signs in South Asian countries. On the other hand, in Africa the progress has been uneven, and in many cases there has even been regression. In countries where the recurrent crises of conflict and poverty have exacerbated the already poor condition of education systems, no progress has been made. UNICEF has responded by developing its Focus on Education for All (EFA) in Africa through the Accelerated Programme of Collaboration. The main strategies in this initiative have been adopted in the United Nations System-wide Initiative for Africa.

47. The year 1995 was the year of girls' education. From Cairo to Copenhagen to Beijing, the education of girls came to be recognized as the centre-piece for sustainable development, demographic balance and women's empowerment. UNICEF was active in putting girls' education high on the agenda of the Fourth World Conference on Women. As the key element of the focus on EFA in Africa noted above, a multi-country initiative for girls' education in Africa began with support from the Canadian International Development Agency (CIDA). Innovative and catalytic activities in 15 African countries helped to intensify national efforts to expand educational opportunities for girls. Activities include second-chance education for girls and young women in Benin, participatory research involving girls in Zambia, and different forms of capacity-building at national and subnational levels in participating countries. Discussions are under way for a broader partnership on girls' education with others, including the Governments of Japan and Norway and the World Bank.

48. UNICEF supported programmes in Bangladesh, Burkina Faso, Egypt, Morocco, Nepal and Pakistan, among others, to have girls as the priority target group in the design and delivery of programmes. The recruitment of female teachers, the provision of latrines and drinking water in schools, the elimination of gender stereotypes in teaching and learning materials, parental and community participation, school planning and management were strategies used in those countries.

49. UNICEF and the United Nations Educational, Scientific and Cultural Organization (UNESCO) collaborated in tackling obstacles to universal primary and basic education. Two major activities address monitoring learning achievement in more than 15 countries and disseminating and promoting examples of educational change. UNICEF, in collaboration with the Development of African Education statistics group, is assisting sub-Saharan countries, including Benin, Ethiopia, Guinea, Mauritania, Zambia and Zimbabwe, in building capacity for education statistics and establishing educational management information systems. UNICEF has remained active in the follow-up of the EFA initiative

launched in Jomtien in 1990 through the inter-agency EFA forum. The UNESCO/UNICEF Joint Committee on Education, comprised of Board members of both organizations, has provided general guidance for their collaborative work.

50. Educational quality is a major global issue. In Namibia and Nicaragua, UNICEF supported the Ministries of Education to conduct studies on repetition to improve basic education planning. In Brazil, UNICEF collaborated on a project to improve student flow and reduce repetition. In Ecuador, UNICEF assisted programmes aimed at reducing repetitions in first and second grade, where the problem is most severe. In partnership with UNESCO-International Bureau of Education, a workshop of well-known specialists addressed the issue of repetition. UNICEF supports promising teacher-training efforts in a number of countries, including the Shikshak Samakhya (Teachers' Assembly) project in India, the Kandal project in Cambodia and the teacher upgrading project in the Lao People's Democratic Republic. "Joyful learning and teaching" activities, an important feature of the Indian project, include monitoring of progress towards minimum levels of learning and other key indicators of effective learning. In Pakistan, UNICEF led an inter-agency mission to develop a programme for improving access to and the quality of primary schools and reaching millions of out-of-school children through non-formal programmes.

51. The new UNICEF new approach to basic education endorses early childhood development (ECD) and adult education as two major supportive strategies. UNICEF promotes a holistic, integrated approach to young child development and active parental and community participation. Support is given to improving the skills and capacities of parents and caregivers and to community- and family-based activities. In 1995, over 90 countries addressed issues of young child development in their educational programmes in some form. UNICEF is working with multilateral and bilateral organizations, NGOs, private voluntary organizations and private foundations concerned with young child development. Adult education activities have included paraprofessional training in Malawi, school committee training in Benin and gender training of rural school committees in Zimbabwe. In Uganda and Zimbabwe, significant work also was carried out on HIV/AIDS education in line with the UNICEF emphasis on intersectoral linkages between education and health.

52. UNICEF has responded to the increase in complex emergencies around the world with the development of an intersectoral programme that includes education. Education kits have been used in Bosnia and Herzegovina, Rwanda, Somalia and a number of refugee camps, and are now available from the Supply Division. Curriculum and training materials are under development.

Water and environmental sanitation

53. The water and environmental sanitation strategy endorsed by the Executive Board in May 1995 (E/ICEF/1995/9/Rev.1, decision 1995/22) provides a conceptual framework and guide to UNICEF country programmes, emphasizing (a) behavioural change for sanitation and hygiene; (b) integrated community management of the water environment; (c) enhancing community ownership; and (d) improving cost-effectiveness and sustainability. Regional consultations have led to the design of effective implementation strategies. The first one was held in Cotonou in 1995 for the West and Central Africa region, to be followed by others in other regions. In line with the emphasis on an integrated approach, the Environment Advisory Unit in headquarters was merged with the new Water, Environment and Sanitation section.

54. In 1995, UNICEF supported regular water and environmental sanitation programmes in more than 90 countries through grants and technical assistance

totaling $71 million. UNICEF programmes have provided direct support to Governments in their pursuit of the mid-decade goals set for water and sanitation in 1992. In 1990-1994, there was a modest coverage increase of 2 per cent in rural water supply in Africa, whereas in urban areas coverage decreased by 3 per cent, failing to keep pace with urban growth. In Latin America and the Caribbean, water supply coverage increased by 5 per cent in rural areas and decreased by 2 per cent in urban areas. In Asia and the Pacific, rural water supply coverage increased by 25 per cent, but only by 1 per cent in urban areas. For sanitation, a decrease of 2 per cent was reported over the same period in all regions. However, decreases in urban sanitation coverage by 10 per cent were reported for both Africa and Latin America. The decline in the urban areas is due to the combined effect of rapid growth of marginalized urban populations and inappropriate sector policies, leading to meagre investments in affordable and cost-effective services to the urban poor.

55. UNICEF has completed a comprehensive review of global sanitation programmes with the USAID/Environmental Health Project (EHP) and hygiene case studies in six countries, published a sanitation newsletter in the South Asia region and conducted a sanitation workshop in the Eastern and Southern Africa region. A "Handbook for Sanitation Programmes", a collaborative effort with WHO, USAID/EHP and others, will be ready for field testing in early 1996. Special initiatives were supported to promote changes in hygiene behaviour in some two dozen countries.

56. Throughout 1995 UNICEF continued to build upon its partnerships with other multilateral and bilateral agencies and NGOs. Joint missions and activities were undertaken with WHO, the United Nations Department of Development Support and Management Services, UNDP, the World Bank and the Worldwide Fund (WWF) to support programmes in India, Malawi, Papua New Guinea and Turkmenistan. With the United Nations International Research and Training Institute for the Advancement of Women, UNICEF jointly held a workshop on "Women and water and environmental sanitation" during the NGO Forum at the Women's Conference in Beijing. UNICEF and WHO continue to play a lead role in sector monitoring at the global level through the Joint Monitoring Programme. UNICEF is also an active partner with the Swedish International Development Authority, the World Bank and UNDP in developing the Global Water Partnership as another mechanism for greater collaboration and coordination.

57. UNICEF provided support to 15 countries in emergency situations. In all emergencies, both complex and chronic, water and sanitation interventions remain crucial. The Water and Environmental Sanitation cluster is working with the Office of Emergency Programmes on enhancing early warning systems, rapid response capacity and support networks. In 1995, UNICEF developed water, sanitation and hygiene emergency service kits. The water and environmental sanitation chapter of the Emergency Manual is being revised, including new sanitation guidelines and actions for protecting the environment.

Child protection

58. During 1995, the process of reviewing UNICEF policies and strategies for addressing child protection issues have continued. The aim is to integrate concerns of children in especially difficult circumstances into mainstream UNICEF programmes, leading to a holistic response to protection issues. The principles and provisions of the Convention on the Rights of the Child are taken as the guiding framework for this effort. Among priority child protection concerns are child labour, children affected by armed conflict, sexual exploitation of children, childhood disability, and children and families

affected by AIDS. A review of UNICEF policies and strategies on child protection, which will update the 1986 policy (E/ICEF/1986/L.3), is being submitted to the current session of the Executive Board (E/ICEF/1996/14).

59. A meeting of UNICEF staff concerned with children in especially difficult circumstances took place in early 1995 and examined the implications of the Convention on the Rights of the Child programme and advocacy efforts. It is clear that problems of children with special disadvantages, such as victims of economic or sexual exploitation, require multisectoral and multi-pronged interventions with a variety of partners such as Governments, NGOs, the Committee on the Rights of the Child, the private sector and media.

60. Progress has been made in 1995 to give child labour a higher profile in UNICEF programmes. A memorandum of understanding (MOU) was signed between the Bangladesh Garment Manufacturers and Exporters Association, the International Labour Organisation and UNICEF to work towards the progressive elimination of child labour. The three parties working together with the Government of Bangladesh are committed (a) to place as many under-age workers as possible in schools by specific target dates; (b) to prevent the recruitment of new workers under the age of 14 years in garment manufacturing; and (c) to offer employment to qualified family members of under-age workers whose employment will be terminated under this programme. In India, UNICEF has joined with more than 100 carpet manufacturers and national and international NGOs to establish a trademark, known as RUGMARK, for carpets made without the involvement of child labour. RUGMARK aims at expanding child labour-free markets through consumer awareness-raising campaigns and assisting in the rehabilitation and education of children released from the carpet industry.

61. The sexual exploitation of children has emerged as a major global concern, with a growing number of NGOs becoming involved in programmes for prevention, protection and rehabilitation, training of personnel and advocacy. UNICEF supports the efforts of several such local organizations in Brazil, Costa Rica, Sri Lanka, Thailand and other countries. Preparations for the 1996 World Congress on Commercial Sexual Exploitation, to be held in Sweden, continued during the year and included research, training seminars on trafficking of children, training of law enforcement officials and the development of indicators. The World Congress is a collaborative effort involving the Government of Sweden, UNICEF, End Child Prostitution in Asian Tourism (ECPAT) and the NGO Group for the Convention on the Rights of the Child.

62. UNICEF responses to children affected by armed conflict include technical assistance such as in Rwanda where UNICEF is providing support to the Ministry of Rehabilitation for a national programme for trauma recovery. At the global level, UNICEF, with the Harvard Center for Population and Development Studies (United States) and the participation of the Office of the United Nations High Commissioner for Refugees (UNHCR), the European Union, USAID and NGOs, examined in a workshop the psycho-social needs of children and the nature of humanitarian action in complex war-related emergencies. It was recognized that the common ground to programming/intervention lies in the moral and ethical commitment to the "best interest of the child". It was agreed that the essential conditions for healing and recovery were (a) prevention of family separations before the start of mass movements; (b) strengthening and building up of community-based responses to child needs; and (c) restoration of meaningful roles for older children and building up norms of conduct which contribute to a feeling of safety. UNICEF has played the leading role in providing support to the Graca Machel Study on the Impact of Armed Conflict on Children mandated by the General Assembly. The State of the World's Children 1996 report highlighted the plight of children in war and presented an anti-war agenda for action.

63. Childhood disability and children and families affected by AIDS are two areas receiving increased attention in the context of child protection. A seminar on the rights of children with disabilities was organized in collaboration with Rehabilitation International in connection with WSSD. The rights and needs of children and families affected by the AIDS epidemic are addressed through multisectoral approaches involving alternative care, education opportunities and life skills training for children orphaned by AIDS. Such efforts were supported in Uganda by a consortium of donors, NGOs and community groups. Within the framework of UNAIDS, a set of guidelines and programming approaches was developed, and several regional consultations took place.

Priority to Africa

64. In May 1995, the Executive Board, in discussing the biennial report on UNICEF priority to Africa (E/ICEF/1995/18), reaffirmed the commitment of UNICEF to Africa as the region of greatest need (E/ICEF/1995/9/Rev.1, decision 1995/18). Committees have been established in both UNICEF regions in Africa to translate this priority into practice. The focus of their work is on lessons learned from experience, the special characteristics of child rights issues in Africa, a resource mobilization strategy and support for the new United Nations System-wide Initiative for Africa. Africa accounted for 33 per cent of UNICEF general resources expenditures, 39 per cent of supplementary funds expenditures and 36 per cent of total programme expenditures in 1995. The percentage of staff working in Africa was 37 per cent of total UNICEF staff.

65. Political and economic changes in sub-Saharan Africa, while offering some glimmers of hope, still present a largely bleak scenario. There have been improvements in government accountability and decentralization in some countries, but reversals in others. While economic growth rates in West Africa were positive in 1994, they were negative in Central Africa; and in both cases, the per capita income has failed to keep pace with rates of population growth. Increased political stability helped economic growth in Ethiopia, Mozambique, South Africa and Uganda. However, for the vast majority of children and women in sub-Saharan Africa, poverty is still on the increase.

66. The continuation of several complex emergencies in sub-Saharan Africa remains a serious obstacle to peace and development in the region. Political, ethnic and social divisions, fuelled by growing militarization, threaten the lives and prospects of children and women in the Great Lakes region, the Liberia/Sierra Leone subregion, Somalia and southern Sudan. UNICEF staff members often face unacceptable pressures and risks in attempting to deliver humanitarian assistance in those areas.

67. One of the encouraging developments is that the southern part of Africa is at peace for the first time in generations. This opens the way for decisive and sustainable progress in development and rehabilitation for the subregion's children and women. Moreover, southern Africa has shown resilience in coping with a severe drought that affected large areas of several countries. The capacity of the region to cope with drought management and famine mitigation has increased significantly in recent years.

68. Reliable data on mid-decade progress on the goals of the World Summit for Children will not be available until late 1996. However, the available information indicates that despite economic and political difficulties, all countries in sub-Saharan Africa will achieve at least several mid-decade goals. Immunization coverage is thought to be about 45 per cent for the region as a whole, with about one half of the countries in sub-Saharan Africa close to achieving the 80 per cent mid-decade goal. Significant progress has been made

towards the eradication of guinea worm disease, bringing achievement of this goal within sight (see also paragraph 24 above). The control of iodine deficiency disorders (IDD) is another goal that is within reach. By the end of 1995, almost 80 per cent of African countries had passed legislation or were in the process of doing so for the iodization of salt. Some recent sample MICS, using the WHO definition of ORT that includes common household fluids, suggest that ORT use rates may be higher than expected in a number of countries.

69. The key strategy for achieving the six mid-decade goals that pertain to health, and for empowering communities to manage diseases such as malaria and HIV/AIDS, is to strengthen existing community health systems (see also paragraphs 12-15 above). Owing to a coordinated approach to the health sector in countries such as Benin, Guinea, Mali and Zambia, more than 4,000 health centres have been revitalized and communities are becoming involved in the co-management and co-financing of their own health services. This reflects the effort to balance strategies for service delivery, build capacities of systems and empower communities as recommended by the multi-donor evaluation. One of the lessons of UNICEF experience is the importance of change and behaviour at all levels. Therefore, a communication initiative focused on the African girl has been launched in the Eastern and Southern Africa region. This will create, through a multi-media approach, a regional symbol (a girl named Sara) and role models for behavioural change based on a set of characters and stories that will be disseminated widely.

70. Sub-Saharan Africa is facing a special challenge in the area of education, particularly for girls. In only a handful of countries do more than one half of the children reach the fifth grade. Girls face particular constraints in completing their basic education. In close collaboration with education ministries, NGOs and other donors to African education, UNICEF is intensifying its efforts to support universal access to primary education, particularly for girls (see paragraphs 45-52 above).

71. All countries in sub-Saharan Africa except Somalia have ratified the Convention on the Rights of the Child. The challenge now is to set up mechanisms to implement the Convention in different settings. UNICEF is paying special attention to neglected and abused children, children in war, AIDS orphans and children at work or on the streets, an issue of particular relevance as more and more children are growing up in a deprived peri-urban environment. Links are growing at country and regional levels between UNICEF and civil society organizations, often based on local action for child protection.

72. Reaching the World Summit goals for children and implementing the Convention will require increasing and sustained resource allocations for human development from African Governments and communities and from external sources. Multi-country sectoral grants for Africa are gaining support, for example, in girls' education (Canada and Norway), salt iodization (Canada), vitamin A deficiency (Kiwanis) and immunization (United States of America). The experience of these multi-country compacts underscores, more than ever, the need for higher levels of general resources with which to meet the needs of children and women in countries that are less attractive to bilateral donor interests. Recently, several major donors have signalled their intention to reduce official development assistance (ODA) to sub-Saharan Africa, particularly the West and Central Africa region. Implementation of the Executive Board decision on Africa will be adversely affected by those decisions. Debt relief and the "20/20" approach for enhancing ODA to sub-Saharan Africa, therefore, remain particularly relevant concerns for the region.

73. In line with the Executive Board decision on Africa, UNICEF was active in the conceptualization of and preparation for the United Nations System-wide Initiative for Africa. The Initiative is likely to become the overarching framework for programmes of external assistance in Africa if it can attract significant levels of political and financial support. UNICEF will continue to play an active role in its implementation.

B. Emergency operations

74. In 1995, UNICEF assistance was offered to 21 major complex emergencies to meet the special protection needs of acutely vulnerable children and women, including unaccompanied children, the internally displaced, child combatants and abused children and women. UNICEF collaborated with its partners in assisting the reunification of over 26,000 unaccompanied children in Rwanda, eastern Zaire, southern Sudan and Mozambique. To meet the psycho-social needs of affected children, UNICEF assisted 16 countries in counselling systems and the creation of the necessary family and community environment for recovery.

75. In the health sector in Rwanda, UNICEF, in partnership with the Government and NGOs, repaired 21 health facilities and achieved pre-war levels of immunization coverage of 80 per cent for polio, DPT and tetanus. In Burundi, UNICEF provided support to the Government and NGOs to launch a new programme to fight ARI and diarrhoeal diseases, to implement a successful supplementary feeding programme at 42 health centres and to distribute maternity kits in 13 provinces. In Afghanistan, mass immunization campaigns were organized to serve 2.4 million children. In Angola, UNICEF assisted in the immunization of over 1.7 million children under the age of five years. In the former Yugoslavia, UNICEF, with the technical and financial support of the Government of Italy, established a health reform effort with training in primary health care as its core activity. In Liberia, curative and preventive care were provided for the city of Monrovia by UNICEF and NGOs.

76. In nutrition, UNICEF and NGOs provided supplementary feeding at 42 health centres in Burundi, and in Rwanda they distributed 400 tons of seeds and farm implements to 40,000 families. In Sierra Leone, therapy and rehabilitation assisted 4,000 severely malnourished children. In Afghanistan, supplementary feeding centres were supported in 150 health institutions, orphanages and drop-in centres.

77. In water and sanitation, UNICEF installed facilities in camps and displaced settlements in Western Area and the Bonthe district of Sierra Leone. In Afghanistan and Angola, UNICEF constructed wells and hand-pumps. In Burundi, UNICEF assisted the efforts of the Government and NGOs in the areas of water supply, sanitation and hygiene. In Rwanda, with the help of the International Committee of the Red Cross, UNICEF assisted in the rehabilitation of the Kigali city water treatment plant and of 12 other treatment plants benefiting 1.4 million people.

78. In the education sector, UNICEF provided basic classroom materials in Afghanistan, Angola and Bosnia and Herzegovina. In Rwanda, UNICEF and UNESCO introduced "Education for Peace" in primary schools, provided materials and trained teachers for children in prisons and for demobilized soldiers. In Burundi, 1,300 teachers and school directors were trained in the "let's build peace" curriculum, and in Sierra Leone, school-in-a-box kits were airlifted for distribution to 7,000 displaced primary school children.

Strengthening UNICEF response capacity

79. During 1995, the UNICEF Office of Emergency Programmes took major steps to enhance its emergency responsiveness capacity. It worked closely with the geographic and advisory sections and other divisions of UNICEF in (a) reviewing and learning lessons from its emergency programmes; (b) developing a "service package" approach; (c) setting up rapid response teams (RRTs); (d) developing MOUs with United Nations sister agencies; (e) expanding cooperative agreements with NGOs; (f) training over 300 staff in emergency management; (g) increasing the capacity to procure and deliver life-saving relief supplies; and (h) improving internal security and communications systems.

Coordination of humanitarian assistance

80. UNICEF works in close cooperation with the United Nations Department of Humanitarian Affairs in coordinating and delivering assistance. UNICEF also has consulted with its partners on follow-up to Economic and Social Council resolution 1996/56 of 28 July 1995 on "Strengthening of the coordination of emergency humanitarian assistance of the United Nations". An MOU with UNHCR has been signed. Collaboration will cover contingency planning and assessment, the development of standards and guidelines, and sectoral support in agreed areas.

Emergency Programme Fund

81. The ceiling for the Emergency Programme Fund was raised from $14 million in the previous biennium to $30 million in the current biennium in response to the demand for a larger revolving fund for advancing cash at the initial stage of complex emergencies. In 1994 and 1995, a net allocation of $17 million was made to serve 33 countries: 77 per cent for activities at country and regional levels and the remaining 23 per cent for activities carried out from headquarters.

C. The Convention on the Rights of the Child/advocacy on child rights

The Convention on the Rights of the Child

82. The Convention on the Rights of the Child is the overarching framework for UNICEF work as reaffirmed in its recently-adopted Mission Statement. In 1995, UNICEF directed its efforts to achieving the goal of universal ratification of the Convention, promoting its implementation in countries and further aligning UNICEF activities to a rights-based approach. The Convention has broken all records as the most widely accepted human rights treaty in history, with a total of 187 ratifying States. Of the remaining six countries which have not yet ratified the Convention, Switzerland and the United States are signatories of the Convention, signifying their intention to ratify. The only countries yet to take any action are the Cook Islands, Oman, Somalia and United Arab Emirates.

83. An analysis of the reports of 43 Governments reviewed by the Committee on the Rights of the Child as of the end of 1995, as well as of the annual reports from field offices, reveals the impact of the Convention at the national level in both developing and industrialized countries. With UNICEF technical assistance, numerous countries, including Egypt, Indonesia, Jamaica, Nicaragua and Tunisia, are harmonizing their national laws with the Convention. To date, 14 countries have reported incorporating the Convention into their national constitutions, while 35 have either passed new laws or amended existing ones to bring domestic legislation in line with the standards set forth in the Convention.

84. In response to suggestions of the Committee on the Rights of the Child, 22 countries have made changes in their justice systems to improve the protection of children in conflict with the law. One example is Viet Nam, where the Government conducted a review of judicial processes for juveniles and initiated discussion on the establishment of a juvenile court system. A total of 150 judges and other juvenile justice workers were trained on the practical application of the Convention, through a collaboration between Radda Barnen/Swedish Save the Children and UNICEF.

85. As for the right to a name and nationality, 7 out of the 43 countries reviewed have taken action to promote or improve birth registration. In Ecuador, for instance, where 1 in 10 children under the age of 12 years is not legally registered, a campaign has been launched with UNICEF support to register and issue identity papers to over 300,000 children.

86. UNICEF has been advocating the establishment of monitoring and coordinating mechanisms to oversee implementation of the Convention. To date, 25 out of the 43 countries whose reports were reviewed by the Committee have established such mechanisms, and some have set up ombudsman systems to hear children's grievances. Some countries have created units or systems to collect data regularly to better monitor the situation of children and develop indicators to measure progress.

87. UNICEF organized the fourth annual informal field visit of the Committee on the Rights of the Child in October 1995. The Committee visited South Asia to meet with government counterparts, NGOs and other partners in Bangladesh, India, Nepal, Pakistan and Sri Lanka. The aim was for the Committee to apprise itself of national efforts to implement the Convention. While in Asia, Committee members participated in a UNICEF-organized regional consultation on child labour held in Kathmandu.

88. Within UNICEF, work is under way to adopt a rights-based approach to programme and advocacy activities. Programme guidelines are being revised so that country programmes can utilize the Convention as their framework and foster greater support for children's rights at the national level. This includes, for example, expanding the scope of situation analyses to address all rights covered by the Convention.

89. In 1995, a cross-divisional Steering Committee was established at headquarters to formulate strategies on emerging child rights issues. One of the tasks of the Steering Committee was to develop the UNICEF procurement policy consistent with provisions of the Convention on child exploitation. This policy has now come into force. A task force also has been established at headquarters to formulate and coordinate the UNICEF position on child labour.

90. Consistent with its anti-war agenda presented in The State of the World's Children 1996 report, UNICEF is supporting the Optional Protocol on Children in Armed Conflict. It has made its position in favour of raising the minimum age for military recruitment from 15 to 18 years of age known to the Working Group established by the Human Rights Commission. Once adopted, the Optional Protocol will constitute a new text of article 38 of the Convention.

91. The training of staff is essential to ensure that the Convention is reflected effectively in UNICEF priorities and programmes. In 1995, training for this purpose included seminars in the Americas and Caribbean region and New York, as well as a workshop at the International Child Development Centre (ICDC) in Florence.

92. UNICEF and its National Committees work with Governments and NGOs in disseminating knowledge about the Convention (see also paragraphs 129-130 above). These efforts include (a) translation of the Convention into local languages and its production in attractive formats easily understood by children; (b) incorporation of the Convention into school curricula; (c) production of training packages, information kits, posters and videos; and (d) use of television and the Internet technology to make the Convention widely known. UNICEF also utilizes its major publications such as The Progress of Nations, The State of the World's Children report and "First Call for Children" for this purpose.

Advocacy on child rights

93. Increasingly, UNICEF is regarded as a leading advocate for child rights. In 1995, a wide variety of activities designed to raise awareness and respect for child rights were carried out throughout the world. A number of conferences, seminars, training workshops and symposia were organized with UNICEF support. For example, a regional child rights conference of policy makers held in Chad concluded with concrete plans to accelerate and improve the reporting process in a number of West and Central African countries. More than 100 Buddhist monks and nuns gathered in Bangkok to examine creative approaches to protect children and women from exploitation and abuse.

94. Other advocacy events and activities were organized in Colombia, the Côte d'Ivoire, Gaza, Haiti and Mexico, which included government authorities, the private sector, churches, universities and NGOs. In the Americas and the Caribbean region, there were many initiatives. In Mexico, the Federal District Human Rights Commission, with the participation of UNICEF and 8,000 teachers, carried out the first stage of a campaign entitled De los Niños para los Niños (From the Children for the Children) in more than 600 primary schools aimed at making children aware of their rights. In Haiti, UNICEF, in collaboration with the Enfants du Monde-Droits de l'Homme (Children of the World-Rights of Man) and the Haitian Coalition for Defense of Children, organized a workshop to discuss the legal implications of the Convention and the education of the Haitian population on child rights. In Colombia, representatives of the Government, various non-governmental groups and the media signed a "Pact for Children" as an expression of their commitment to the healthy development of unprotected children.

95. UNICEF also reached out to the media for their support in the promotion of child rights. In Australia, more than 500 delegates representing some 60 countries attending the World Summit on TV and Children called for the Convention on the Rights of the Child to be incorporated in a charter for broadcasters in the production of children's programmes. Media executives from 13 Asian countries met in Bangkok to examine the role of the media in mobilizing the support of political and civil society to protect children's rights. In Costa Rica, a Central American Network of Radio and Communications Media for Sustainable Development and Children's Protection was formed by radio stations, ministries of information and cooperation organizations in the subregion.

96. The European Parliament adopted a European Strategy for Children at a meeting with UNICEF in November. The draft was subsequently adopted by the Parliamentary Assembly in January 1996. The strategy recognizes that responding to children's rights must be a political priority and that respect for children's rights will "help preserve the pact between generations and will contribute towards democracy".

97. UNICEF supported the process of adoption by the United Nations General Assembly of two resolutions on the promotion and protection of children's rights. The first, a comprehensive resolution co-sponsored by over 115 countries, addresses the protection of the rights of children affected by armed conflicts, child trafficking, child labour and the rights of children on the street. The second resolution addresses concerns for the girl child.

D. Major influences on UNICEF work

Poverty alleviation and serving the poorest

98. Poverty reduction remains the greatest challenge of our time. At the end of 1995, more than 1.3 billion people were estimated to be living in absolute poverty. Five years earlier, the numbers was 300 million fewer. If current trends persist, their numbers will continue to grow in Africa, Latin America and the Middle East. Since the fertility rate of the poorest is highest, children are numerically the largest group among the poor. Girl children are particularly vulnerable, as discrimination at the household level often prevents them from attending school, deprives them of nourishment and health care, and imposes a heavy work burden on them. For all those reasons, the programmatic thrust of UNICEF remains on supporting policies and strategies that ensure the provision of basic social services to the entire population, but with a priority for reaching the most disadvantaged children. Within the United Nations system, UNICEF focuses on creating the policy environment, strengthening national capacities and helping to build sustainable systems for expanding access for children and women to basic social services - health, water and sanitation, nutrition and basic education.

99. To promote a conducive policy environment at global and national levels, UNICEF continued its advocacy on "development with a human face" and on poverty reduction. Since WSSD, with its central theme of poverty alleviation, the Secretary-General has declared 1996 as the International Year for the Eradication of Poverty and 1997-2006 as the Decade for the Eradication of Poverty. UNICEF also chaired the Working Group on Poverty of the Consultative Committee on Programme and Operational Questions.

100. While the inadequacy or lack of basic social services remains a key correlate of poverty, addressing the social dimensions in general is not sufficient. Case studies recently completed on "success stories" in social development suggest that even in some of the "high-achiever" countries, the incidence of poverty (as traditionally defined in income and nutritional terms) has not declined significantly. This suggests the need for a targeted approach based on improved measurement and monitoring. UNICEF has been collaborating with the World Bank and UNDP on poverty monitoring, with a view to developing appropriate low-cost instruments for measuring progress. At the same time, MICS have been launched in a large number of countries, in collaboration with national statistical offices, to collect information and data to monitor progress towards the mid-decade goals, all of which relate to provisions for essential social services.

101. UNICEF has continued its advocacy on the 20/20 initiative as a follow-up to its inclusion in the WSSD Plan of Action. Studies on the share of public expenditure allocated to basic social services in selected African and Asian developing countries and the scope of expenditure restructuring in favour of basic services were completed and will be presented at an international meeting on the implementation of the 20/20 initiative in Oslo in early 1996. Further studies have been launched in other countries to strengthen the analytical database for the 20/20 initiative in order to enable country offices to dialogue

with Governments on the overall size and efficiency of expenditures on basic social services.

Capacity-building and sustainable development

102. Two aspects of the sustainability of development efforts are relevant for UNICEF programmes: (a) sustainability of programmes in terms of financial, organizational and technological capacities; and (b) sustainability of development activities from an ecological point of view.

103. Capacity-building at different levels - from the household and the community, to the levels of municipal, district and provincial administration, and national ministries - has been an important feature in most UNICEF country programmes. This effort, on both sectoral and intersectoral levels, was supported through short-term training, assistance to policy analysis and development, management support for implementation, and encouragement of structures and processes for public participation in development.

104. The UNICEF approach to the broader ecological sustainability issues is to promote primary environmental care (PEC) to alleviate the vulnerability of the rural and urban poor to ecological degradation. Through the Sahel Initiative in 1995, UNICEF supported activities to integrate PEC components into country programmes in nine countries in Africa - Burkina Faso, Cape Verde, Chad, the Gambia, Guinea-Bissau, Mali, Mauritania, the Niger and Senegal. The countries have taken different approaches in line with the diversity of local situations. Cape Verde has focused on strengthening community organization through environmental awareness-raising, whereas the Gambia and the Niger have targeted schools to introduce environmental education and integrated community development. Burkina Faso, Guinea-Bissau and Senegal each selected a few rural villages to experiment with integrated, community-based sustainable development, while Chad and Mauritania chose urban communities to demonstrate the PEC approach. Other innovative examples include a study in India with WWF on community-based management of water environment, Myanmar's use of water and environmental sanitation programmes as an entry point to promote renewable sources of energy and Pakistan's integration of PEC into the country programme.

105. UNICEF was one of the sponsors of the Youth Intersessional Project promoting youth participation in Agenda 21. During the 1995 session of the United Nations Commission on Sustainable Development, UNICEF organized a workshop on strategies for sustainable livelihoods, where experiences in PEC related to community empowerment, capacity-building and natural resource management were examined by participants representing several United Nations agencies and NGOs. Discussions with CIDA and others led to work on developing "environmental audit" procedures for UNICEF country programming exercises. UNICEF continued to support the Voice of the Children International Campaign, an NGO acting as coordinator of an initiative to encourage the participation of children and youth in local action for the environment.

Participation and social mobilization

106. Social mobilization has long been a hallmark approach of UNICEF country programmes. For many who are familiar with UNICEF, social mobilization is most closely associated with child survival initiatives that began in the mid-1980s. Their successes were based on a dual approach of strengthening the capacity of health ministries and mobilizing non-health partners. Currently, more attention is placed on broadening the scope to goals beyond survival and involving stakeholders at all levels, especially local communities, in the planning and decision-making processes. Notable examples of this approach are found in

UNICEF programmes in Cambodia, Guinea-Bissau, Viet Nam and Zimbabwe. Given the increasing focus on sustained behaviour change, attention to issues of empowerment and participatory methodology guide nutrition and water and sanitation programming in many countries. The emphasis on child participation as articulated in the Convention on the Rights of the Child has formed a fertile context for the social mobilization approach in health and AIDS programmes that target youth in countries such as Bangladesh, Barbados, Guatemala and Zambia.

107. UNICEF experience suggests that the situation analysis, a key step in country programme development, must take into account the perceived needs of stakeholders (intended beneficiaries, communities, Governments, etc.). This can be achieved if situation analyses at national and subnational levels are complemented by behavioural analyses of intended beneficiaries and the identification of mechanisms for including them in the implementation process.

108. A review of current activities yields several key lessons to guide future programmes. First, participation and mobilization styles and techniques must be adapted to each country setting and policy framework. For example, the presence or absence of certain factors such as high investments in education and human development, strong public policies, visionary leadership, efficient bureaucracies, etc., must be considered and will influence the degree of receptivity to mobilization and participation efforts. Secondly, countries that have a tradition of, and/or positive previous experiences in, participation tend to prove a fertile context for social mobilization activities. Thirdly, to maximize effectiveness, the precepts of participation and social mobilization must be integrated fully into a programme strategy, not limited to being an add-on component. Finally, the greatest lesson has been that social mobilization as an intervention strategy is most effective when it is composed of a mix of advocacy, community participation, partnerships and capacity-building activities. None are sufficient by themselves, but together they create an enabling environment for sustained action and behaviour change.

Urbanization and decentralization

109. The growing urbanization of poverty and the inability for capital investment in physical and social infrastructures to keep pace with this rapid urban growth are major trends in development. By the year 2000, almost one half of the world's population will be living in urban areas, and the number of the urban poor will be growing at a faster rate than in rural areas. It is clear that the UNICEF goals for children and development will not be realized without special attention to the needs and rights of disadvantaged children in urban areas. The implications of these trends for programme direction and strategies have to be explored. The Urban Section at headquarters has been strengthened modestly for this purpose.

110. As a parallel development, in view of the current trends towards decentralization of social policy and action, it has been recognized that UNICEF programmes will need to strengthen local capacities for contributing to the reduction of poverty and the achievement of other social goals. UNICEF, therefore, has decided to revitalize initiatives such as the Mayors as Defenders of Children and link them strongly to country programme activities. National, regional and global networks of local authorities have been supported in order to facilitate UNICEF linkages to local governance, especially in the Americas and the Caribbean region where the decentralization process started earlier and is more advanced. New processes for decentralized action, including the decentralization of NPAs, are viewed as a way to enhance local participation in

governance. More than 50 countries are taking steps in this direction. A publication titled the "Municipal Dimension of an Agenda for Children" has been prepared for use as a programme tool.

111. A successful UNICEF urban basic services (UBS) programme, including squatter upgrading and community management in Guatemala, has been extended greatly with funding support from the World Bank, opening the way for new inter-agency partnerships aimed at reducing urban poverty. The UBS programme for the poor, focusing on women's organization and social sector goals for children, initiated by UNICEF many years ago, has now evolved into a national programme of the Government of India. These and other cases of best practices in addressing urban poverty have been presented at events related to the Second United Nations Conference on Human Settlements (Habitat II), which aim to influencing urban policies and practices of countries. Promoting physical and living environments conducive to the fulfilment of the rights of children has been the main thrust of UNICEF involvement in the Habitat II preparatory process.

Gender and development

112. During the year, preparations for the Fourth World Conference on Women dominated UNICEF work in gender and development, especially at headquarters and regional levels. The Conference provided an excellent opportunity for advocacy and commitment to (a) gender equality throughout the life cycle; (b) addressing the needs of the girl child; (c) promoting the complementarity of the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination Against Women; and (d) supporting the equal participation of women and girls in their families, communities and nations. UNICEF has identified three priority areas for follow-up in the implementation of the Platform for Action. They are: (a) girls' education; (b) girls', adolescents' and women's health; and (c) children's and women's rights.

113. Capacity-building efforts for mainstreaming gender issues in country programmes received attention in all regions. By the end of 1995, more than 235 workshops had been organized, reaching 1,200 UNICEF staff and 7,800 government and NGO counterparts. The global network of gender resource persons was expanded, and new regional networks were established in West and Central Africa and the Middle East and North Africa regions. A major development is the increasing integration of a gender perspective in sectoral programmes. In West and Central Africa, education officers were oriented to gender issues at the regional level leading to country-level training of educators for gender-sensitive planning and monitoring of progress, curriculum development and participatory methodologies.

114. The women's equality and empowerment framework is being applied increasingly in mainstreaming gender in the country programme process. For instance, the country programme recommendations of Bangladesh, Eritrea, Indonesia, Uganda and Viet Nam have explicit objectives and strategies for addressing gender issues. Forty country notes for 1996 programme submissions were assessed for gender-awareness and suggestions were made for improvement.

115. Decentralization provided opportunities for UNICEF to promote the equal participation of women in local governance and decision-making in a number of countries. Assistance was provided for leadership training and orientation of women elected as representatives to the village panchayat (administrative budget) and nagar palika ("the keeper of the city") bodies in India. Training of village administrators, extension workers and cadres of departments included gender issues in Indonesia and Viet Nam.

116. The girl child continued to receive priority attention. In preparation for the Fourth World Conference on Women, several countries such as Egypt, the Islamic Republic of Iran and Zambia conducted seminars and prepared detailed situation analyses to guide policies and programmes for girls. Based upon lessons learned from community-based national programmes to end female genital mutilation in Burkina Faso and the Sudan, detailed operational guidelines were drawn up for actions in other countries where it is practised.

117. The role of men in families is a new area of action. In a seminar on the subject, UNICEF staff and outside experts examined the trends in roles and responsibilities within families based on the experiences gained from innovative programmes in the Caribbean, Viet Nam and other countries. Strategies were developed to address gender equality, domestic violence, sharing of parental responsibilities and the role of youth in the redefinition of gender roles in the life cycle. Violence against women has become a critical issue in emergency situations as witnessed both in Rwanda and former Yugoslavia. Actions to address the specific physical and mental health needs of women and girls were initiated through post-trauma counselling and a special health kit.

Strengthening evaluation and monitoring

118. During 1995, the Evaluation and Research Office supported the strengthening of country-level capacity in evaluation, coordinated and encouraged regional thematic evaluations, and undertook selected global evaluation and research. A global thematic evaluation was a joint study with the NGO Aide à Toute Détresse-Quart Monde (ATD-Fourth World) on identifying strategies for reaching the poorest. Six country case studies were done based on a jointly developed methodology. An update of the 1991 global evaluation of emergency management was prepared. It showed that operations had improved since the previous evaluation, but that further improvement of planning and management was still required. Several actions have been taken since the study to remedy those aspects. An evaluation of the Somalia emergency intervention was finalized in 1995. The Evaluation and Research Office and the Harvard Center for Population Studies organized a workshop on the development of "Strategies for the Sustainability of the Mid-Decade and Year 2000 Goals". A global evaluation of the lessons learned from Universal Childhood Immunization-1990 served as an input into the study of the sustainability of goals. A global study of experience with the Bamako Initiative, focusing on the best practices and lessons learned, will be completed in 1996.

119. In collaboration with the Planning Office, the Evaluation and Research Office developed a manual for implementing MICS to measure progress towards the mid-decade goals, and assisted in training and field implementation. The office continued work on the development of a system for performance assessment to measure programme and project achievement. A prototype will be tested in 1996 in a number of country offices. Further development work also was done on improving the guidelines for country programme evaluations based on the experience in seven countries.

120. Regional office monitoring and evaluation officers focused on providing support and training to country offices. Regional training workshops for country office staff were held in the Eastern and Southern Africa and the Middle East and North Africa regions. Regional thematic evaluations were conducted in most regions to review experience and lessons learned on subjects of interest. Subjects covered included health systems revitalization, water and sanitation, guinea worm eradication, education and child rights, successful programmes in nutrition, psycho-social programmes and alternative forms of basic education for special groups. Country offices further enhanced efforts in evaluation and

monitoring with a special focus on measuring progress on mid-decade goals and strengthening national capacities for measurement. A commonly identified issue is how the lessons from the thematic and country-specific evaluations are effectively reflected in programmes. This area will require the attention of all concerned with evaluation and programme management.

121. All countries provided inputs for the global evaluation database, and a CD-ROM containing over 6,000 evaluations and studies completed since 1987 was produced and distributed to all offices and main partners in other United Nations organizations. There was a systematic review of those evaluations and studies, with recommendations for improving the process and quality, and they were made available to all country offices. The Evaluation and Research Office also has responsibility for the history project which is setting up a corporate memory for the organization.

Follow-up to other summits and international conferences

122. The current series of major world conferences, which started with the World Summit for Children in 1990, continued in 1995 with two major events, WSSD in March and the Fourth World Conference on Women in September. UNICEF was an active participant both in the preparatory process for the conferences and the conferences themselves, helping thereby to ensure that the survival, protection and development of children remained a top global priority.

123. At the second session of the United Nations Administrative Committee on Coordination in October 1995, UNICEF joined other United Nations partners in the establishment of four inter-agency task forces to coordinate system-wide action on the priority goals and objectives emerging from recent international conferences. These task forces will be concerned with (a) basic social services for all; (b) enabling environments for social development; (c) the empowerment and advancement of women; and (d) full employment and sustainable livelihoods. The task forces are intended to be both goal-oriented and time-bound, meeting at a high level. The same process is taking place at the regional level where the executive directors of the regional economic commissions are convening teams. UNICEF is participating in the first three of these task forces and attending meetings of the fourth as an observer. The work of the task forces is linked to operations at the country level where resident coordinators, in close cooperation with UNICEF and other agency representatives, are establishing thematic groups. While not necessarily identical to the headquarters-level task forces, the four mentioned above are part of the Administrative Committee on Coordination machinery with linkages to its subsidiary bodies, the Consultative Committee on Programme and Operational Questions and task forces associated with the Special Initiative for Africa.

II. WORKING WITH PARTNERS AND ALLIES

A. United Nations family

124. UNICEF interaction with other organizations in the United Nations system focused on reform, in addition to work on summits and international conferences addressed in paragraphs 122-123 above. The close collaboration among the members of the Joint Consultative Group on Policy (JCGP) (the International Fund for Agricultural Development, UNDP, UNFPA, UNICEF and the World Food Programme), as well as with the United Nations Drug Control Programme, concentrated on follow-up to General Assembly resolutions dealing with reform of operational activities. In this regard, there were more countries developing country strategy notes and increased progress towards developing common premises and

shared services, harmonization of country programme cycles and strengthening of the resident coordinator system. Before and during the fiftieth session of the General Assembly, UNICEF participated in inter-agency consultations for the review of triennial operational activities review and provided technical support to the representatives of member States in preparing a new operational activities resolution. General Assembly resolution 50/120 of 20 December 1995, like its predecessors, further strengthens the operational activities of the United Nations development system, reaffirming work already done and the general directions established three years ago.

125. UNICEF continued to participate in both high-level and technical meetings facilitating collaboration among members of the United Nations system. JCGP focused on the operational implications of emergency programmes; Africa in the context of the relief-to-development continuum; food security; programme policies and procedures; follow-up to General Assembly resolutions and Economic and Social Council decisions; women in development; personnel and training; and follow-up to international conferences.

126. UNICEF was active in the Administrative Committee on Coordination of the United Nations and its subsidiary groups, particularly the Consultative Committee on Programme and Operational Questions and the Subcommittee on Nutrition of the Administrative Committee on Coordination. Concerned with Africa's economic recovery and development, UNICEF helped to prepare the United Nations System-wide Special Initiative on Africa, particularly in the sectors of health, nutrition, education and household water security.

127. UNICEF also took part in a precedent-setting meeting of the heads of seven United Nations agencies and programmes and the president of the World Bank to define future relationships between the Bank and the United Nations system.

B. National Committees for UNICEF

128. The 38 National Committees for UNICEF promote public awareness of the rights of children as well as generate moral and financial support. In 1995, the Committees contributed about one quarter of the organization's income, and six Committees joined Governments in the ranks of top 15 donors to UNICEF. Extensive networks, totalling 100,000 volunteers, provide a strong foundation for National Committee activities. The creation of a project team on National Committees as part of the UNICEF Management Excellence Programme highlighted the Committees' central importance and will define their role more clearly at country, regional and global levels.

129. The Committees made major efforts during the year to promote understanding and implementation of the Convention on the Rights of the Child. The United Kingdom Committee, for example, published a booklet for children explaining the Convention, the Turkish Committee translated a film on child rights produced by the French Committee, and the Spanish Committee had the Convention translated into Romany, the gypsy language. The German and Canadian Committees helped to organize child rights' coalitions in their countries. Many Committees, including those of Bulgaria, Lithuania, Slovakia and Sweden, pressed for harmonization of national laws with the Convention. The Swedish Committee called for a review of laws on the sexual exploitation of children, and the Slovakian Committee urged the formation of a special government body to ensure that children get "first call" on the country's resources.

130. Committees also participated in the preparation of official State Party reports on progress for children (the German Committee) or alternate reports (the Korean, Portuguese, Slovenian and United Kingdom Committees), and the

United Kingdom Committee provided financial support to the Committee on the Rights of the Child.

131. Media relations are an importance aspect of the Committees' work. The Greek Committee promoted radio and television campaigns for children in especially difficult circumstances, and the Polish Committee signed a special agreement with Polish Public Television for fund-raising support. The Italian Committee's successful "International Club of Journalists for Children" was duplicated by other organizations, and the Spanish Committee continued to work with the Spanish Educational Channel.

132. In 1995, the Committees' contributions supported UNICEF assistance in emergency countries, including Angola, Rwanda, the Sudan and former Yugoslavia. The Canadian Committee supported an education for conflict resolution project in Sri Lanka, and the German, French and British Committees organized a meeting of experts on children in war held in Berlin. The Japan and Netherlands Committees provided financial support for the Graca Machel United Nations Study on the Impact of Armed Conflict on Children, and the Finnish Committee and NGOs raised money for children in Bosnia. The Austrian Committee worked with NGOs in support of the international campaign to ban land-mines, and the German Committee presented a petition with 170,000 signatures for a land-mine ban to the German Minister of Foreign Affairs.

C. Non-governmental organizations, intergovernmental organizations and Goodwill Ambassadors

Non-governmental organizations

133. Over the past decade, NGOs have grown both in numbers and strength. International NGOs are presently contributing to development programmes more than the United Nations system in terms of net transfer of resources, and have become an important force behind issues such as economic justice, child rights and improving the status of women. At the country level, NGOs are often pioneers in developing cost-effective and innovative strategies for addressing difficult issues.

134. UNICEF, prompted by the recent management study, began in 1995 an extensive review of its collaboration with NGOs. Recommendations emerging from a series of joint UNICEF/NGO workshops held nationally and internationally during the year will form the basis for new cooperation strategies that better reflect the growing strength of NGOs, as well as the UNICEF commitment to implementation of the Convention on the Rights of the Child.

135. NGOs are major partners in efforts to achieve the goals of the 1990 World Summit for Children, participating in the preparation and implementation of NPAs in more than 90 countries. Among the most visible at the international level in 1995 were the World Organization of the Scout Movement, which developed a global manual to help members in more than 150 member countries promote the use of ORT; Rotary International, which has mobilized hundreds of thousands of volunteers and has contributed more than $165 million since 1980 for the global eradication of polio; and Kiwanis International, whose fund-raising campaign to help eliminate IDD contributed to national IDD programmes in Bolivia, Ghana, Madagascar, Mexico, Nepal, the Philippines, Ukraine and Viet Nam in 1995.

136. Headquarters and field activities with NGOs during the year focused on monitoring, implementation and advocacy for the Convention on the Rights of the Child. NGOs and NGO coalitions in all regions provided information to the Committee on the Rights of the Child, including observations about country

reports or, in some cases, alternative reports to those provided by the Government. UNICEF helped to strengthen this process through its continued support for the Child Rights Information Network, which includes United Nations agencies and academic institutions.

137. UNICEF work with NGOs during the year included a special focus on child labour, sexual exploitation and children in armed conflict. NGOs participated in a UNICEF Child Labour Consultation for South Asia, held in Kathmandu (9-10 October 1995), which agreed on unified criteria for UNICEF and NGOs working on this problem. UNICEF also worked in partnership with the NGO Group on the Convention on the Rights of the Child and ECPAT on preparations for the first World Congress Against Commercial Sexual Exploitation of Children, which is to be hosted by the Government of Sweden in Stockholm in August 1996. NGOs and NGO coalitions, including the International Campaign To Ban Land-mines, made major contributions to the Graca Machel study on children in armed conflict. They participated in the study's regional consultations and field visits and supported follow-up activities.

138. UNICEF and NGOs worked in partnership to ensure that the needs of children were recognized at both WSSD and the Fourth World Conference on Women. NGOs also joined UNICEF efforts to promote a better understanding of the role of men in the lives of children and households and to encourage the sharing of family responsibilities.

Intergovernmental organizations, parliamentary associations and religious leaders

139. In 1995, UNICEF undertook advocacy efforts with various partners to promote the Convention on the Rights of the Child, World Summit for Children goals and NPAs. A highlight of cooperation with intergovernmental organizations was the annual commemoration, in collaboration with the Organization of African Unity (OAU) Observer Mission and African Permanent Missions, of the Day of the African Child at the United Nations in June. New policy guidelines on UNICEF relations with OAU were issued to take into account the expanded scope and heightened level of cooperation with that organization and to formalize existing cooperation with the Economic Commission for Africa. L'Agence de Cooperation Culturelle et Technique (Agency for Cultural and Technical Cooperation) formally joined the existing group of partners.

140. UNICEF had fruitful collaboration with Parliamentarians for Global Action, the Global Forum of Spiritual and Parliamentary Leaders, and the Inter-Parliamentary Union at WSSD. This was instrumental in the adoption by members of Parliament of the 20/20 principle and the inclusion of the Convention of the Rights of the Child and the World Summit for Children goals in the final document. At the Fourth World Conference on Women, a panel of parliamentarians discussed the complementarity of women's and children's rights.

141. Two highlights marked UNICEF collaboration with religious leaders: the establishment of the Inter-Religious Leadership Council for Children and the Children's Action Committee; and a seminar of religious experts relating to ethical components of the United Nations Study on the Impact of Armed Conflict on Children.

Global advocacy events and spokespersons

142. Under the theme "Children First", the fiftieth anniversary activities of UNICEF, planned with field offices, National Committees and NGOs, aim to accelerate fund-raising, mobilize support for programmes benefiting children and

promote awareness of the challenges still facing the young. The Atlanta Olympic Aid 1996 fund-raising and advocacy effort represents a key anniversary-related initiative to benefit children affected by war and civil conflict in 14 countries. This initiative represents a significant new and formal linkage between UNICEF and the Olympic movement, thereby opening new venues of support for children.

143. Field missions by Goodwill Ambassadors and Special Representatives helped to raise awareness and funds for UNICEF programmes: Tetsuko Kuroyanagi (Haiti, Rwanda); Harry Belafonte (Rwanda, Zaire); Sir Peter Ustinov (Cambodia, Myanmar); and Judy Collins (Viet Nam, Bosnia and Croatia). Ms. Kuroyanagi's post-mission television programmes raised $3 million for Rwanda and $2.5 million for Haiti. Sir Peter Ustinov, Ms. Kuroyanagi, Roger Moore and Leon Lai also supported the "Change for Good" fund-raising effort which appeals to airline passengers through in-flight video presentations to contribute their spare foreign coins to UNICEF.

144. In accepting major international humanitarian awards, Goodwill Ambassadors Liv Ullmann, Lord Richard Attenborough and Harry Belafonte spoke to major constituencies and had an important opportunity to increase government support for UNICEF. Roger Moore and Sir Edmund Hillary are vital allies in the IDD initiative, with Mr. Moore serving as spokesperson for the Kiwanis/UNICEF IDD initiative. Vanessa Redgrave, Leon Lai and Judy Collins have been organizing and participating in fund-raising and advocacy performances for National Committees, and Johann Olav Koss was the omnipresent voice of the UNICEF Olympic Aid initiative.

D. Information, communications and media

Information and communications

145. UNICEF communications activities helped to raise increased public awareness of key children's issues during the year through the mass media. The State of the World's Children 1996 report, which was launched internationally on 11 December 1995 in London by the Executive Director, set out an anti-war agenda and reviewed 50 years of work for children by UNICEF. Well-prepared national launches contributed to the exceptional media coverage. The international launch of The Progress of Nations 1995 took place on 8 June in Berlin, with the Federal President of Germany Roman Herzog and the Executive Director attending. The report was well received, with several heads of State taking part in activities in their own countries.

146. Keeping abreast of new electronic media opportunities, a UNICEF Web site was set up at headquarters and in various field offices and National Committees, adding to the material already offered by the UNICEF Internet Gopher service launched in 1994. Both The State of the World's Children and The Progress of Nations were placed on the Internet and The Progress of Nations World Wide Web version was rated in the top 5 per cent of all Web pages on the Internet.

147. "First Call for Children" continued to serve as a quarterly medium for experience exchange among UNICEF field staff, NGOs and government officials, and as the "voice of UNICEF", disseminating information about organizational activities and priorities. "First Call" also is used increasingly by National Committees as a tool to inform donors about programmes in the field. The Features Service expanded its contacts with emerging news services in developing countries to widen the pool of local writers and the range of outlets for stories. The 32 stories disseminated during the year focused on practical, community-level programmes. "Country Profiles", begun last year at the request

of National Committees, contain basic information on the situation of children and women and UNICEF programmes. Feedback indicates that these were useful for fund-raising and advocacy efforts. "Emergency Country Fact Sheets" present concise updates for the media and National Committees on the situation in emergency countries and UNICEF activities. "Speakers Notes" - in English, French and Spanish - now cover 13 topics, providing summaries of UNICEF activities, policies on relevant issues, statistics, global and regional trends.

148. Publications during the years included: Profiles in Success: People's progress in Africa, Asia and Latin America, prepared for WSSD; Education for Girls: Lifeline to Development and It Takes Two, prepared for the Fourth World Conference on Women; and A grain of salt: the way to free the world from iodine deficiency disorders. Children Just like Me, a co-publication with a commercial children's publisher, describes children's daily lives in a colourful and constructive way.

Media trends

149. While in 1995 there was no emergency as catastrophic as Rwanda, long-running emergency situations in Afghanistan, Angola, Sierra Leone, Sri Lanka, and former Yugoslavia required constant attention in working with the media. It was a banner year for child right's issues, brought to the fore by the two major United Nations conferences. In 1996, UNICEF hopes to reinforce its leadership in the field of child rights at the many events planned for the year, culminating in the launch of The State of the World's Children 1997 with its main theme of child labour. The launch of the Graca Machel study on the effects of war on children, the report on the mid-decade goals and the Sexual Exploitation Congress in Stockholm will provide pertinent opportunities.

150. In photography, some 10,000 UNICEF archival photos were accessed, and the United Nations archives searched for photos of UNICEF predecessor, the United Nations Relief and Rehabilitation Administration, from which an initial selection of 340 photos were made covering the period from 1943 to the 1960s. These were used in both United Nations and UNICEF fiftieth anniversary publications, including The State of the World's Children 1996. New digital photo applications were explored and guidelines defined for photo use on multi-media CD-ROM presentations, as well as on the UNICEF World Wide Web site.

Broadcasting and capacity-building

151. On or around 10 December 1995, some 2,265 radio and television stations from 171 countries around the world took part in the fourth International Children's Day of Broadcasting. UNICEF television and radio programming was distributed to 142 countries on children's rights, land-mines, ECD development and other child survival and development issues, with a potential audience of well over one billion.

152. The Academy of Television Arts and Sciences' International Council awarded an International Emmy, presented by the Executive Director and Sir Peter Ustinov, to Sabado Chiquito de Corporan (a Saturday children's show) on the Dominican Republic's Channel 9 for their participation in 1994.

153. The UNICEF International Animation Consortium was launched in late 1995 to create 52 television spots, some animated, on children's rights. Over 30 animation industry leaders worldwide have promised to participate. The initiative grew out of the organization's Second Animation for Development Workshop and Summit held in Orlando, Florida (United States) in November 1994.

154. Eight episodes of the Meena series - an exciting animation series about problems facing girls in South Asia and how they can be overcome - were developed in conjunction with partners in the region and Hanna-Barbera Productions. Ten episodes of Maximo - short animated films dealing with health issues such as immunization, ORT and vitamin A deficiency - are now being used throughout Ecuador. Plaza Sesamo - a Spanish-language version of Sesame Street targeting 3- to 6-year-olds - created by Televisa and Children's Television Workshop with UNICEF support, was launched at the Mexico City Children's Museum, El Papalote, in January.

155. Preparatory work also was undertaken for a new Latin American animation project on the Rights of the Child, for which funding is required. The UNICEF/Thomson Foundation journalism training programme made significant progress during the year: several courses were held at the national level; and the training workshop for radio journalists was pilot-tested in October in New Delhi. A similar course on print journalism has been adapted into French and was pilot-tested in Mauritius. The manuals are being revised before distribution to field offices. A number of offices, including the Islamic Republic of Iran, Pakistan and the Middle East and North Africa Regional Office, have begun national and regional adaptations.

Education for development

156. The Education for Development Section continued to support worldwide educational initiatives promoting greater awareness of global issues of development, peace and justice. Particular emphasis was laid on forging professional links between educators and youth organizations worldwide. A new Education for Development publication, Journeys Into Global Understanding: Organizing a Group Visit to Study Development, reflected the effort to link the work of educators worldwide. It provides practical guidelines for teachers and other educators on preparing a study visit to a developing country. Education for children's rights was the main thematic emphasis for education for development activities throughout the year. The Education for Development Section gathered together the most common questions and fears of parents and teachers about the implementation of the Convention. They are answered in a brochure "The Convention on the Rights of the Child: Questions Parents Ask". The development of an interactive CD-ROM project for children based on the Convention on the Rights of the Child was supported. The section is also the focal point for a new phase of "Voices of Youth", the UNICEF youth outreach project through the World Wide Web on Internet.

III. HUMAN RESOURCES MANAGEMENT

157. In late 1994, the Division of Personnel committed itself to the formulation of a human resources strategy as the foundation for the creation of appropriate systems for the planning, management and development of UNICEF staff. The aim is to create a strategic dimension in policies and procedures for recruitment, placement, evaluation and promotion, linked to the fulfilment of the organization's mission and objectives. Marking this change in approach, the Division of Personnel changed its name to Division of Human Resources in early 1996.

158. During 1995, the division became fully engaged in the management excellence process, with two teams (the Human Resources Strategy team and the Staff Deployment team) established to address a broad range of human resources-related issues.

159. The Human Resources Strategy team began work in September 1995, building on experience and knowledge accumulated within the division through extensive consultations both within and outside the organization. By late 1995, the essential characteristics of the strategy had been defined: (a) the human resources function of a full business partnership in the process of carrying out the strategic mission of UNICEF and in the development of the medium-term plan and programme strategies; (b) definition of the core capabilities that UNICEF key constituencies value the most, especially the human resources competencies; (c) team work and team approaches as well as standards and tools for country offices and other operational units to self-assess their human resources management performance; and (d) implementation of the strategy with full access to pertinent information and resources, such as a human resources database, examples of the best human resources practices and provisions of relevant training.

160. The Human Resources Strategy team and the Division of Human Resources are adopting a dynamic approach to the further elaboration of the strategy. The team's starting point is that the development of the strategy will be a continuous and collaborative process which recognizes the diversity inherent in the organization's work environment and its people, and which takes maximum advantage of opportunities for learning and renewal from both within and outside the organization. The strategic approach chosen is incremental, valuing the implementation of small-scale but measurable improvements wherever possible.

161. The elements of the strategy already are being tested and debated through a consultative process involving a network of 15 offices which are piloting human resources management reviews and gathering ideas on the improvement of performance evaluation. They also are drawing up office improvement plans to remedy problems and monitor the effects of changes in practice and procedure.

162. During the second half of 1995, the Staff Deployment team prepared a paper describing the characteristics of "ideal" systems and procedures in the areas of recruitment, promotion, rotation, career management, performance assessment and separation. While the changes proposed are far-reaching in their effect, many of them can be implemented within the current framework. The work of this team as well as of the Human Resources Strategy team currently are being reviewed in an extensive consultation process involving field and regional offices, leading to the preparation of a consolidated human resources strategy paper by mid-1996.

163. Continuing support to the achievement of the year 2000 goals and reflecting changing priorities in UNICEF programmes, in 1995 the Training and Staff Development Section organized workshops on the Convention on the Rights of the Child and on gender issues in programming. Together with ICDC and Programme Division, the section supported a global seminar on achieving gender equality in families. A series of programme process workshops also were held.

164. Continuing improvements in recruitment and placement were made, especially in the time taken from advertisement of posts to the arrival of the new staff member at his or her duty station. A special panel was set up to review more than 100 staff members who were overdue for rotation. The Classification and Compensation Section further accelerated the clearance process for job descriptions for advertisement and for Budget Planning and Review Committee action.

165. In the area of emergencies and staff security, the emergency management training programme received extra attention during 1995, especially in East and West Africa and in the Americas region. In close collaboration with the Office of Emergency Programmes, the RRT concept was developed, and the first three

teams (a total of 20 people) were trained in mid-1995. A further two sessions of critical incident stress management training were carried out, and materials for security and stress management training were developed further for general distribution in 1996.

166. A draft security manual for UNICEF was produced and is now being revised after consultation with the field. A standard three-day security training package also was developed. Both will be finalized early in 1996. A system for the prompt collection and dissemination via electronic mail of information about security-related events which affect UNICEF staff and operations is now in place. The security coordinator provided extensive assistance and advice to the Office of Emergency Programmes in the establishment of the Operations Centre which monitors current and evolving crises. The Centre has the capacity to operate on a 24-hour basis if necessary. In addition, the security adviser visited five emergency countries to review the security situation and arranged for the deployment of security officers or short-term consultants in six countries.

167. In the context of strengthening the management of UNICEF operations, a core management development course (covering people skills and work process redesign) was tested and further refined with staff at middle and senior management levels in three regions and at headquarters. Several offices have conducted process review and improvement exercises as a result of this training. Together with the Office of Internal Audit, the first steps in the development of self-assessment approaches and tools for managers were taken. In order to enable this initiative to "go to scale" at the country level, the Training and Staff Development Section organized the first ever global training of management trainers with participants from management institutes from all regions. This network will be expanded further in 1996.

168. In order to strengthen the capacity of the Division of Human Resources, the division began an association with the Leadership Centre of the New York New School for Social Research. The School organized a two-day seminar for division staff on the integration of human resources considerations at the organizational policy and strategy level, and also conducted a team-building exercise for the staff of the Director's Office and the section chiefs.

169. During 1995, a number of the division's internal processes were redesigned to increase their efficiency. These included the processes for the issuing of United Nations travel documents, medical clearance, education grant claims and pension fund arrangements for local staff. At the same time, the final revisions to the Personnel Administration Manual were under way; it will be issued early in 1996 in electronic and traditional formats. At the regional level, a revised and clearly defined job description was prepared for regional personnel officers. A "Human Resources Management Review" guideline was issued which equips offices to assess their own performance in the human resources area.

170. To improve its services to staff, the division continued to build its relationship with the Global Staff Association (GSA) and participated actively in its annual meeting. Regular discussions are held with GSA and with the New York Staff Association, and a training course was provided for new staff representatives. A new Administrative Instruction allowing time off for staff representation activities was issued in August. Discussion papers on career development and the performance appraisal system were produced by the division and widely circulated.

171. Division staff assisted several large offices with staff reduction exercises and with the headquarters restructuring in late 1995. Special efforts are being made to accommodate those staff whose posts have been abolished. Access to information about vacancies at headquarters is now simplified since the posts are advertised via electronic mail.

172. The division continues to participate actively in inter-agency committees and working groups on conditions of service. During 1995, a salary survey was completed for New York General Service staff and a workshop on salary survey methodology and job classification was held for participants from 28 countries at the request of management and GSA. Local salary surveys were conducted in five countries.

173. Division staff visited some 30 countries in 1995. Through field travel, staff from the division keep in touch with staff in the field, identifying problems at both individual and office levels. Division staff frequently act as facilitators or trainers at regional meetings and at headquarters-based team-building exercises and retreats.

IV. MANAGEMENT EXCELLENCE

174. In the last report of the Executive Director (E/ICEF/1995/14 (Part II)), UNICEF stated its commitment to move forward steadily to strengthen UNICEF management with the guidance and support of the Executive Board through discussions at formal sessions, intersessional meetings and other informal forum. To this end, a Steering Committee, a Management Task Force, advisory councils and eight management excellence project teams were appointed. A wide-ranging process of critical reflection and change has continued in the past year. The Executive Board has been kept apprised of progress in management reform. A progress report also is being presented at the current session (E/ICEF/1996/AB/L.6).

175. Even as many of the project teams work to develop their recommendations, results of this effort are being felt throughout the organization. A common set of principles is emerging, with the Mission Statement and Guiding Principles for Commitments and Conduct as the framework for proposals. Structures have to be as decentralized as feasible to be close to the children and women who are the principal concern of UNICEF and should uphold the centrality of the country programme and country office with a focus on building local capacity. UNICEF has to function as a learning organization that is fully permeable to internal and external lessons and experience, with a participatory management that enhances equity, teamwork, inclusiveness and expression of opinions. The overarching aim is to build and maintain high levels of public trust, with a focus on results, value for money and transparency in decision-making.

V. FINANCE AND ADMINISTRATION

A. UNICEF income and expenditure

176. Total income was $1,011 million in 1995. This was $20 million (2 per cent) more than the $991 million total income estimated in the 1995 financial medium-term plan (E/ICEF/1995/AB/L.13) and $5 million more than the actual total income in 1994. The increase was due mainly to greater than expected contributions to supplementary-funded programmes.

177. Table 1 below shows the breakdown of income by source. In 1995, income from Governments, intergovernmental organizations and the United Nations accounted for 65 per cent of the total, the balance being non-governmental income.

178. General resources income in 1995 was $537 million, $7 million (1 per cent) less than the amount estimated in the 1995 financial medium-term plan, and $2 million more than the actual in 1994.

179. Total supplementary funds income was $474 million in 1995. This was $27 million more than the medium-term plan estimate and $3 million more than the actual in 1994. Regular supplementary funds income was $311 million in 1995. This was $54 million more than last year and $34 million more than the target amount in the medium-term plan. Supplementary funds emergency income in 1995 was $163 million, including $29 million for Rwanda, $28 million for the Sudan, $21 million for Iraq, $14 million for Angola and $11 million for Bosnia and Herzegovina. Emergency contributions were $7 million less than the medium-term plan estimate and $51 million less than UNICEF received in 1994.

Table 1. UNICEF income by source of funding

(In millions of United States dollars)

	1992	1993	1994	1995
General resources	548	509	535	537
Supplementary funds (regular)	186	187	257	311
Subtotal	734	696	792	848
Emergency supplementary funds	204	170	214	163
Total	938	866	1 006	1 011

180. In 1995, total expenditure was $1,022 million (see table 2 below). Programme cooperation in 1995 accounted for $912 million, including $804 million for direct supplies and cash assistance to programmes and $108 million for programme support services, which was about equal to the 1995 medium-term plan amount. Expenditures for administrative services in 1995 amounted to $99 million.

Table 2. Expenditure by type of input

(In millions of United States dollars)

	1992	1993	1994	1995
Programme cooperation				
Supplies and equipment (including freight)	352	359	334	330
Cash and other assistance	392	445	467	474
Programme support services	92	93	99	108
Subtotal	836	897	900	912
Administrative services	86	87	91	99
Write-offs and other charges	10	13	8	11
Total	932	997	999	1 022

181. The detailed financial results for 1995 are contained in the financial report and statements for the biennium ended 31 December 1995 (E/ICEF/1996/AB/L.17). The medium-term plan provides the framework of financial projections for 1996-1999 (E/ICEF/1996/AB/L.10).

Fund-raising

182. The support of the two largest government donors, the United States and Sweden, continued to account for more than one fifth of total UNICEF income. A considerable increase in the contribution from the Netherlands made it the third largest government donor, followed by Norway, Denmark, Japan, the United Kingdom, Canada, Italy and Australia. Together, these 10 government donors provided more than one half of total UNICEF income in 1995.

183. National Committees for UNICEF continue to be a very significant source of income for UNICEF, contributing some 25 per cent of total 1995 income. The 1996 UNICEF Annual Report enumerates the contributions from main government donors and National Committees.

184. UNICEF remains concerned that the level of general resources is not growing at the same pace as that of supplementary funding, but recognizes that in most cases, the funds provided by Governments to UNICEF as supplementary funding come from different budgetary sources than those for general resources, and are, therefore, additional to governments' contributions to general resources. For National Committees, there also may be a trade-off between fund-raising for global UNICEF concerns and high-visibility projects.

185. To sustain the multilateral nature and quality of UNICEF operations, UNICEF encourages all Governments to be as generous as possible in their general resources contributions and National Committees to give special attention to

raising unrestricted funds. Unrestricted general resources are vital to ensure a balanced implementation of country programmes in all countries and flexibility in addressing the high priority issues for children.

186. Sweden remains the largest donor to supplementary funds (including emergencies), followed closely by the Netherlands; they contributed $69 million and $61 million respectively. Other government donors which contributed more than $15 million each for this purpose were the United States, Canada, the United Kingdom, Italy and Australia. Together they account for more than 77 per cent of total supplementary funding received from Governments (including emergency contributions).

187. It is gratifying to note the strong financial support for UNICEF in 1995 despite the fact that many donor Governments are required to reduce public expenditure. In the current environment, UNICEF expects that any significant increases in its resource base would have to rely heavily on new sources of funding. To this end, in addition to maintaining its continuous dialogue with donor Governments, UNICEF is exploring funding relationships with the European Union and such international financial institutions as the World Bank, and is seeking to increase donations from the private sector.

188. The private sector (National Committees, NGO partners and field offices) generated $308 million in 1995, about 30 per cent of total UNICEF income. Net income from the private sector to general resources was $145 million, compared to $129 million in 1994. Private sector supplementary funds added another $163 million, an increase of 9 per cent over the previous year. This growth in income was due in part to the strengthened joint strategic fund-raising planning between National Committees and UNICEF.

189. Income from the sale of cards and other products and private sector fund-raising through Greeting Card and related Operations (GCO) in 1995 brought in $132 million to general resources. There were more than 200 new greeting card designs for the year, including artwork to celebrate the International Year of the Family. Among products, those attracting special interest included papercrafts from UNICEF-supported community projects in Bangladesh, Guatemala and Nepal, which benefit both the local artisans and global UNICEF programmes.

190. The Fund-raising Development Programme and Market Development Programme were instrumental in identifying new opportunities to increase sales volume of greeting cards and to test new distribution channels. They also enabled the UNICEF network of National Committees to sign on over 150,000 new donors.

191. Issues of accountability and cost-effectiveness are of paramount importance to all donors, and UNICEF gives high priority to finding ways of reporting on contributions that fully meet the needs of donors and the general public. Special attention will be devoted to illustrate the impact of UNICEF core programme activities funded by general resources.

B. Overview of programme expenditure

192. UNICEF cooperated with 161 countries in 1995, comprising 46 in Africa, 37 in the Americas and the Caribbean, 32 in Asia, 18 in the Middle East and North Africa and 28 in Central and Eastern Europe, CIS and the Baltic States. This includes 14 Caribbean and 13 Pacific island countries, 5 countries in the Middle East and 11 in Central and Eastern Europe, CIS and the Baltic States which were supported either through multi-country programme recommendations or from funds for regional activities. Total programme expenditure in 1995 amounted to $804 million compared to $801 million in 1994.

Programme expenditure by source of funds

193. While total programme expenditures for 1995 were only marginally higher than in 1994, there was a significant shift in the source of funding for these expenditures. Total supplementary and emergency funds expenditure amounted to $455 million, or 56.6 per cent of total programme expenditure, which is $51 million, or 12.4 per cent higher than that of 1994. On the other hand, general resources programme expenditure amounted to $349 million, which is $48 million less than that of 1994.

Expenditure by programme field

194. Figures I and II and annexes I, II and III provide the details of programme expenditure by programme field. Annexes IV and V show programme expenditures financed by general resources and supplementary funds. In 1995, expenditures in emergency activities amounted to $203 million (25 per cent) as compared to $216 million (27 per cent) in 1994. The major expenditures in emergencies continue to be in the areas of health and water supply and sanitation (figure II).

Figure I

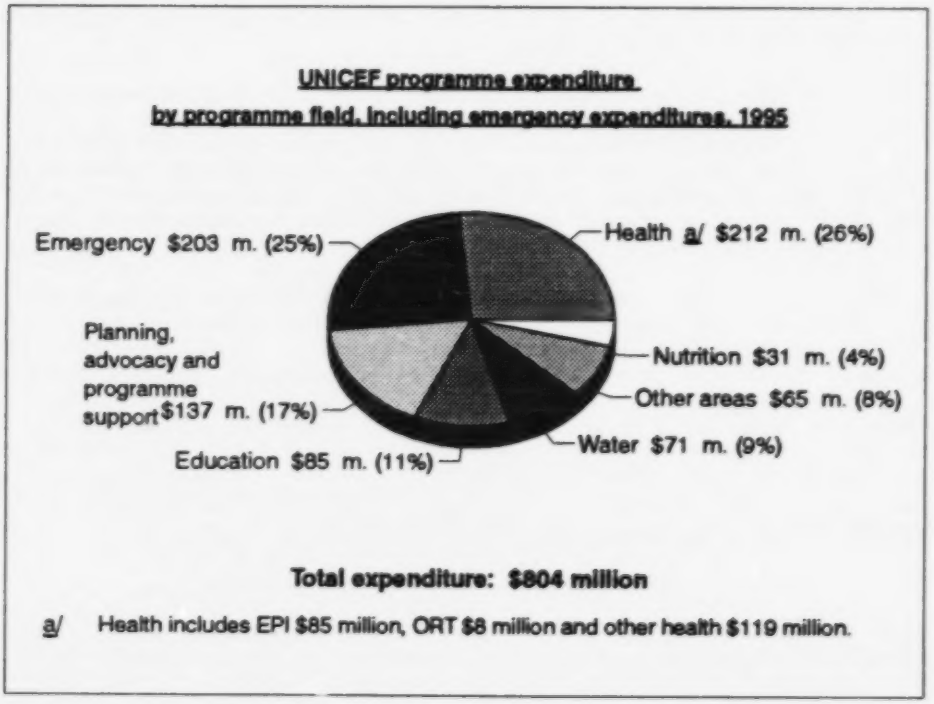
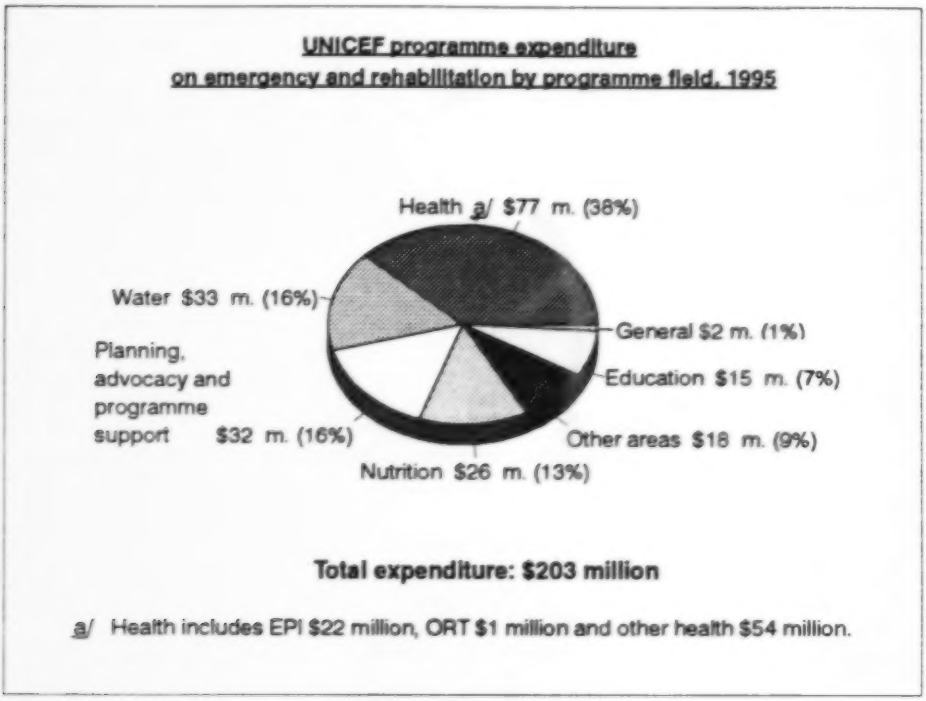

UNICEF programme expenditure
by programme field, including emergency expenditures, 1995
Emergency $203 m. (25%)
Health a/ $212 m. (26%)
Planning, advocacy and programme support $137 m. (17%)
Nutrition $31 m. (4%)
Other areas $65 m. (8%)
Water $71 m. (9%)
Education $85 m. (11%)
Total expenditure: $804 million
a/ Health includes EPI $85 million, ORT $8 million and other health $119 million.

Figure II


UNICEF programme expenditure
on emergency and rehabilitation by programme field, 1995
Health a/ $77 m. (38%)
Water $33 m. (16%)
General $2 m. (1%)
Planning, advocacy and programme support $32 m. (16%)
Education $15 m. (7%)
Other areas $18 m. (9%)
Nutrition $26 m. (13%)
Total expenditure: $203 million
a/ Health includes EPI $22 million, ORT $1 million and other health $54 million.

195. In 1995, programme expenditures in health were 26 per cent of total programme expenditure compared to 25 per cent in 1994 (annex I). Expenditures in planning, advocacy and programme support increased from 15 to 17 per cent. Expenditures in water supply and sanitation registered a slight increase from 9 to 10 per cent. Education, at 11 per cent, remained the same as in 1994. The shift in the distribution of programme expenditure by programme fields was influenced by the supplementary funds expenditure as can be seen in annexes IV and V. For example, the expenditure in health from general resources decreased slightly, but supplementary funds expenditures increased from 22 to 26 per cent, resulting in the overall increase in expenditure in health. The influence of supplementary funds on sectoral expenditures was more in 1995 because of the higher proportion of supplementary funds in total UNICEF resources in 1995.

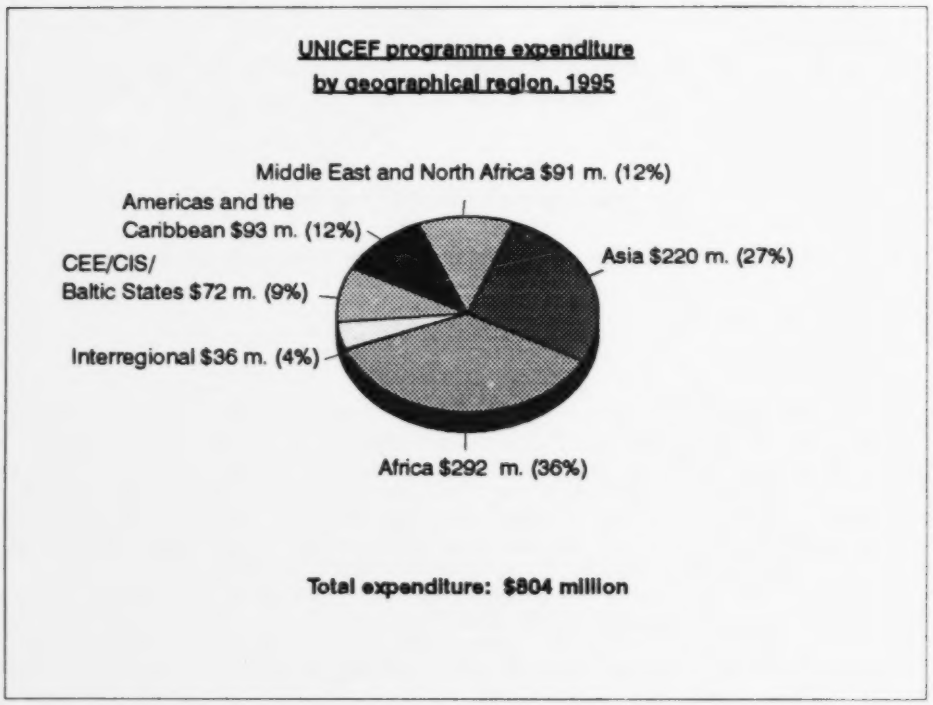
Programme expenditure by type of input

196. Annex VI shows the breakdown of programme expenditure by type of input. Programme expenditure in supplies and equipment registered a trend of decrease over the last five years. This reflects a gradual shift in the nature of UNICEF programmes from an emphasis on support to service delivery to national capacity-building, enhancing programme sustainability and promoting the empowerment of beneficiaries. The same shift explains a larger expenditure on project personnel who provide technical support essential for focusing on the qualitative aspects of programmes.

Programme expenditure by geographical region

197. Figure III provides the breakdown of programme expenditure by geographical region; annex VII provides the trend in regional breakdown. Africa continues to receive the largest share of programme expenditures, followed by the Asia region. The static UNICEF expenditure level in the last three years and the urgency of children's needs globally that demanded UNICEF response led to modest changes in regional proportions. Annex VIII shows the breakdown of programme expenditure by programme fields for each of the geographical regions. Annex IX shows the number of assisted countries by region in the major programme fields.

Figure III


UNICEF programme expenditure
by geographical region, 1995
Middle East and North Africa $91 m. (12%)
Americas and the
Caribbean $93 m. (12%)
CEE/CIS/
Baltic States $72 m. (9%)
Interregional $36 m. (4%)
Asia $220 m. (27%)
Africa $292 m. (36%)
Total expenditure: $804 million

Programme expenditure classified according to gross national product per capita and under-five mortality rate

198. Annex X shows the breakdown of programme expenditure in countries classified according to gross national product (GNP) per capita and under-five mortality rate (U5MR). Some $533 million, or 74 per cent, were spent in 65 low-income countries with a GNP per capita of $725 or less; $152 million, or 21 per cent, in 47 lower-middle-income countries with a GNP per capita between $726 and $2,895; and $34 million, or 5 per cent, in 13 upper-middle-income countries with a GNP per capita between $2,896 and $8,955.

C. Financial management

199. An integrated budget system was formalized in 1995 for incorporating the administrative and programme support budget, global funds and the posts charged to the 6 per cent recovery into one unified budget for headquarters and regional offices. This system becomes effective 1 January 1996, and the first unified budget for headquarters and regional offices (E/ICEF/1996/AB/L.5 and Corr.1) was submitted for Board approval at its second regular session in April 1996. For the field, a case study on integrated budgeting was conducted in Uganda in 1995, and the conceptual framework will be worked out further in 1996.

200. UNICEF has engaged the consulting firm of KPMG Peat Marwick to conduct a study and recommend a replacement for the outdated central financial computer systems. This study will examine all UNICEF financial systems, including those at field offices and GCO, and recommend necessary changes in basic business processes.

201. UNICEF continued to participate actively in the Inter-agency Working Party on Financial Statements organized by the Consultative Committee on Administrative Questions in 1994. During 1995, UNICEF undertook a review of the financial statements for the biennium 1994-1995 and the supporting accounting records to ensure conformity with the recommendations of the above-mentioned Consultative Committee on the harmonization of statement presentation. UNICEF also participated in discussions with UNDP and UNFPA on the subject of harmonization of budgets with regard to presentation, common definitions, higher degree of transparency and comparability.

D. Supply operations

202. In 1995, supply operations accounted for 41 per cent of programme assistance. Of the $399 million spent by UNICEF on the purchase of supplies for programmes and administration in 1995, Supply Division purchased $293 million (73 per cent) through its Copenhagen and New York offices. Country-level and regional office purchase activities accounted for the rest.

203. In addition to direct supply assistance to UNICEF programmes, providing services and acting as a purchasing agent to Governments, NGOs and other United Nations organizations amounted to a throughput of $121 million and accounted for 25 per cent of the workload of the global supply function.

204. The value of total shipments from the Copenhagen warehouse for UNICEF programmes and as services to non-UNICEF clients reached $100 million, of which $5 million were for immediate response to disaster relief. Total shipments for emergencies, including direct shipments from suppliers amounted to $69 million in 1995.

205. Implementation of the vaccine purchasing policy, emanating from a study made in 1993, has led to an average reduction of 10 per cent in vaccine prices for deliveries to be made in 1996 and 1997. This reduction was made despite the introduction of a new temperature indicator on the vial label for OPV which will signal whether the vaccine has been exposed to high temperatures and has thus lost its potency.

206. As a part of the UNICEF preparedness for emergency response, Supply Division has developed stocks of supplies for the new RRT, providing for essential office and personal supplies as well as communications equipment, water pumps, electrical generating sets, vehicles and other items. The RRT stockpile emphasizes readiness for immediate use and complete team support in an

emergency situation. A "trial run" of RRT equipment assembly and mobilization was held as part of a successful public exhibition in Copenhagen in August 1995.

207. In support of programmes, there have been new product developments in vaccines, water and sanitation, and nutrition during 1995. The UNIscale, a new electronic scale, was endorsed by a group of experts for use in nutrition programmes. A water well-drilling rig of a new design, lighter and cheaper, came to full production, and 10 of them are in use in Nigeria and Uganda. The specifications were developed by a Supply Division procurement officer working closely with a drill rig manufacturer.

208. A management study of the global supply function commenced in November 1995. Intended to examine the future needs of UNICEF in supply operations and propose models for meeting these needs, the study is due to be completed in the first quarter of 1996. This study will be complemented by a study of warehouse logistics and inventory management beginning in early 1996.

E. Administrative operations

209. The Office of Administrative Management provides administrative, management and legal support and guidance to headquarters locations and field duty stations. Administrative support to New York headquarters entails responsibility for providing efficient and cost-effective services for building maintenance and operations; security; inventory management; mail, pouch and courier services; documents and reproduction; procurement of office supplies, furniture and equipment; and reception and conference services.

210. The finalization of the lease-purchase arrangement for the ownership of UNICEF House and condominium interest at 633 Third Avenue is expected to accrue substantial savings to the organization. With the acquisition of a second headquarters location, the design, construction and fitting out of six floors of office space at 633 Third Avenue is under way and is expected to be completed by mid-April 1996.

211. Administrative support to field locations is in the nature of technical and policy guidance on contracts administration, negotiation of Basic Cooperation Agreements (BCAs) covering all country offices, participation in the development of common premises in field offices, construction of office premises and other administrative functions.

212. The negotiation of the BCA gained further momentum during 1995, with another 16 countries concluding the agreements, bringing the total number to 66. UNICEF was active in the JCGP Subgroup for Common Premises. Under the auspices of the Subgroup, a total of 16 common premises projects have been identified and are in the planning stages for development and construction between 1995-1997.

213. Effective travel management produced significant savings to the organization. Rebates from air carriers and negotiations with airlines generated savings of over $1 million in 1995. Travel curtailments imposed in the last quarter of 1995 yielded a savings of a $500,000 compared to 1994 headquarters travel expenditures of $4.5 million.

F. Information resources management

214. In 1995, priority activities included the development of a new standard computer system for field offices, conversion of headquarter systems away from obsolete WANG minicomputers and increased electronic connections with field offices.

215. The existing standard field office system covers budget, supply and financial management for field offices. In 1995, it was enhanced to improve budget management and account reconciliation. The new system will include additional functions for programme planning, contract management and personnel management. This project has been reorganized to ensure results before the end of 1996.

216. UNICEF has placed a range of electronic information, including The State of the World's Children report and The Progress of Nations, on its Internet service making it available to the general public and partners in development. The Voices of Youth Internet World Wide Web project, developed for WSSD, proved a successful means of linking the opinions of youth with responses from world leaders. National Committees for UNICEF have been encouraged to connect to Internet in order to take advantage of this new form of accessing and disseminating information.

217. Over 100 UNICEF offices now have electronic data connections that allow the use of e-mail for more efficient messaging and transfer of data for administrative and financial reporting. Practically all staff at headquarters now have e-mail access from their desks, not only to the UNICEF field offices which are connected, but to any correspondent having access to Internet. A rapid response communication package has been developed, comprising radio and satellite telephone equipment, that is ready to be deployed in the event of emergencies.

218. In-house electronic textbases have been created, including Executive Board decisions, annual reports of country offices and a large number of country programme documents. An electronic documents database has been established by the Geneva Office for information associated with child rights. Two CD-ROMs have been issued, one containing digital programme illustrations and the other a mix of electronic documents for easier field office access and use.

219. Computer literacy training activities in the standard software applications, for which UNICEF has global licenses, continued in 1995. Support to staff for computer usage is an ongoing activity that ensures the productive and effective use of the tools provided.

220. In the last quarter of 1995, the consulting company Cap Gemini worked with UNICEF on an information technology strategy study that was presented to the Executive Director in February 1996. The recommendations will be considered for implementation in the context of other management improvement measures.

G. Internal audit

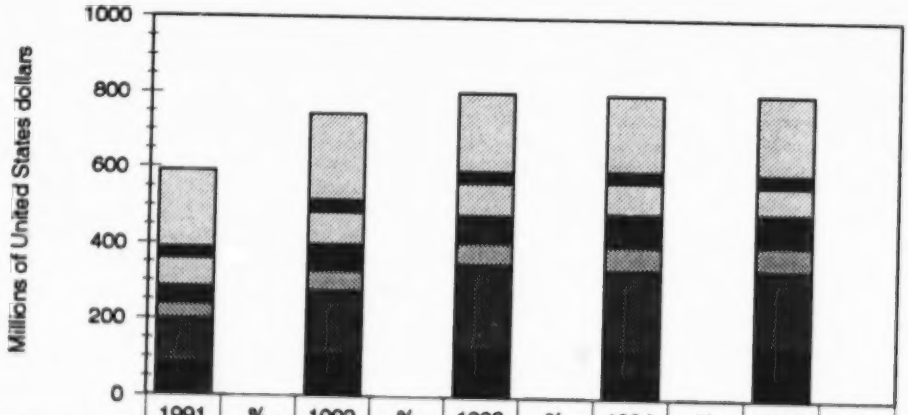
221. The Office of Internal Audit reviews compliance with rules and regulations and ensures the efficiency, economy and effectiveness of UNICEF operations. Each year a cross-section of operational and programme activities in UNICEF offices is reviewed on a selective basis.

222. In 1995, the Office of Internal Audit completed 34 audits. The audit coverage was affected by the Kenya investigation that required more than 25 per cent of the office's auditing resources. However, the Office of Internal Audit was able to audit 29 field offices and conduct 4 audits at headquarters locations.

223. The Office of Internal Audit participated in representatives' meetings in all regions except the Middle East and North Africa and the Americas and the Caribbean. Major issues were brought to the attention of senior management through four meetings of the Internal Audit Committee.

Annex I

UNICEF programme expenditure
by programme field, 1991-1995
(Emergency expenditures shown separately)



	1991	%	1992	%	1993	%	1994	%	1995	%
Health a/	202	34	228	31	210	26	202	25	212	26
EPI	98	17	106	14	92	11	79	10	85	11
ORT	9	2	9	1	8	1	9	1	8	1
Other health	95	16	113	15	110	14	114	14	119	15
Nutrition b/	31	5	32	4	31	4	31	4	31	4
Water	73	12	84	11	84	10	81	10	71	9
Education	48	8	72	10	72	9	87	11	85	11
Others c/	39	7	53	7	57	7	63	8	65	8
Emergency	111	19	167	22	223	28	216	27	203	25
Planning, etc. d/	87	15	108	15	127	16	121	15	137	17
Total	591	100	744	100	804	100	801	100	804	100

a/ Health includes EPI, ORT and other health.

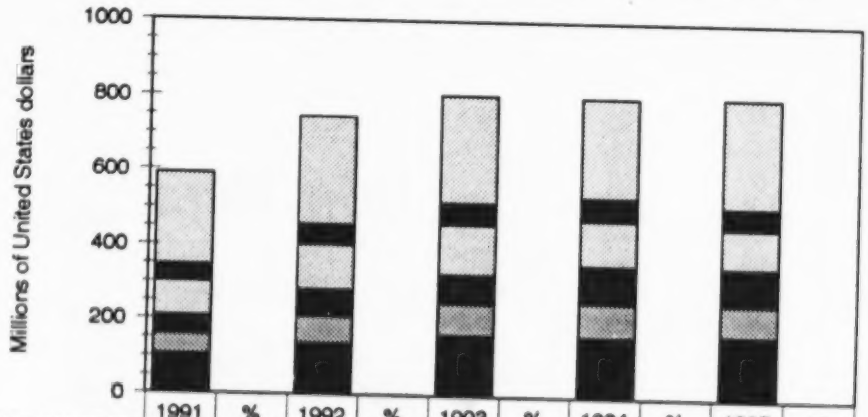
b/ Includes household food security.

c/ Consists of programmes in community development and organization, women and children in especially difficult circumstances.

d/ Consists of planning and social statistics, advocacy and programme support.

Annex II

UNICEF programme expenditure
by programme field with emergency expenditure distributed by field, 1991-1995



	1991	%	1992	%	1993	%	1994	%	1995	%
Health a/	245	40	287	39	286	36	265	33	289	36
EPI	110	18	115	16	104	13	88	11	107	13
ORT	11	1	11	1	9	1	10	1	9	1
Other health	124	21	161	22	173	22	167	21	173	22
Nutrition b/	45	8	55	7	59	7	62	8	57	7
Water	93	16	120	16	132	16	118	15	104	13
Education	51	9	75	10	80	10	103	13	100	12
Others c/	51	9	69	9	84	10	89	11	83	10
Emergency d/	3	1	4	1	1	0	5	1	2	1
Planning, etc. e/	103	17	134	18	162	20	159	20	169	21
Total	591	100	744	100	804	100	801	100	804	100

a/ Health includes EPI, ORT and other health.

b/ Includes household food security.

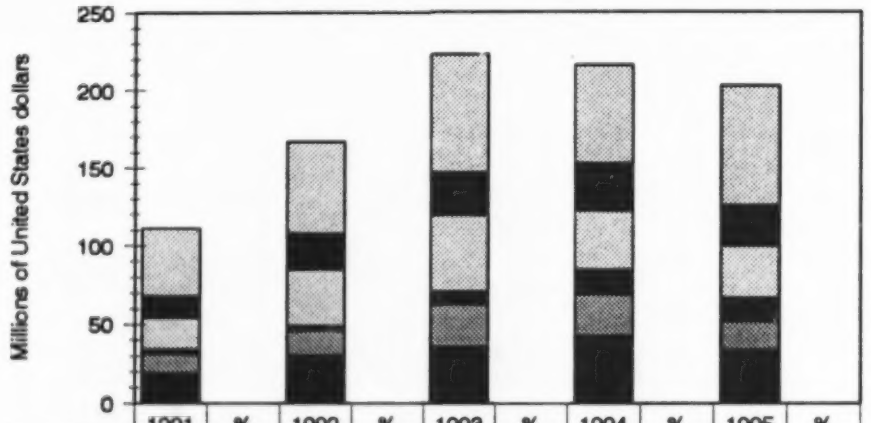
c/ Consists of programmes in community development and organization, women and children in especially difficult circumstances.

d/ General emergency exepnditures not included in sectors.

e/ Consists of planning and social statistics, advocacy and programme support.

Annex III

UNICEF programme expenditure on emergency and rehabilitation by programme field, 1991-1995



	1991	%	1992	%	1993	%	1994	%	1995	%
Health a/	43	39	59	35	76	33	63	29	77	38
EPI	12	11	9	5	12	5	9	4	22	11
ORT	2	2	2	1	1	0	1	0	1	0
Other health	29	26	48	29	63	28	53	25	54	27
Nutrition b/	14	12	23	14	28	13	31	14	26	13
Water	20	18	36	21	48	22	37	17	33	16
Education	3	3	3	2	8	4	16	8	15	7
Others c/	12	11	16	10	27	12	26	12	18	9
Emergency d/	3	3	4	2	1	0	5	2	2	1
Planning, etc. e/	16	14	26	16	35	16	38	18	32	16
Total	111	100	167	100	223	100	216	100	203	100

a/ Health includes EPI, ORT and other health.

b/ Includes household food security.

c/ Consists of programmes in community development and organization, women and children in especially difficult circumstances.

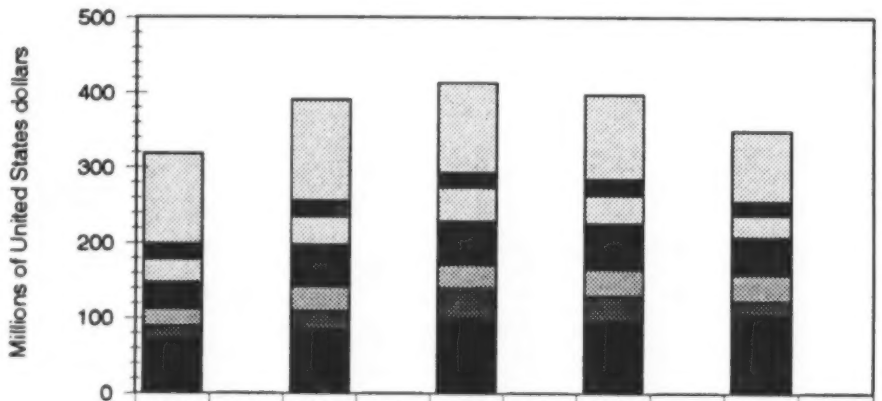
d/ General emergency expenditures not included in sectors.

e/ Consists of planning and social statistics, advocacy and programme support.

Annex IV

UNICEF general resource programme expenditure by programme field, 1991-1995

(Emergency expenditures shown separately)



	1991	%	1992	%	1993	%	1994	%	1995	%
Health a/	119	37	134	34	120	29	113	28	94	27
EPI	56	18	58	15	41	10	43	11	33	10
ORT	6	2	7	2	7	2	7	2	5	1
Other health	57	17	69	17	72	17	63	15	56	16
Nutrition b/	21	7	21	5	20	5	21	5	18	5
Water	31	10	38	10	44	11	37	9	29	8
Education	35	11	55	14	57	14	60	15	49	14
Others c/	23	7	33	8	32	8	36	9	36	10
Emergency	16	5	23	6	39	9	34	9	18	6
Planning, etc. d/	73	23	86	22	101	24	96	24	105	30
Total	318	100	390	100	413	100	397	100	349	100

a/ Health includes EPI, ORT and other health.

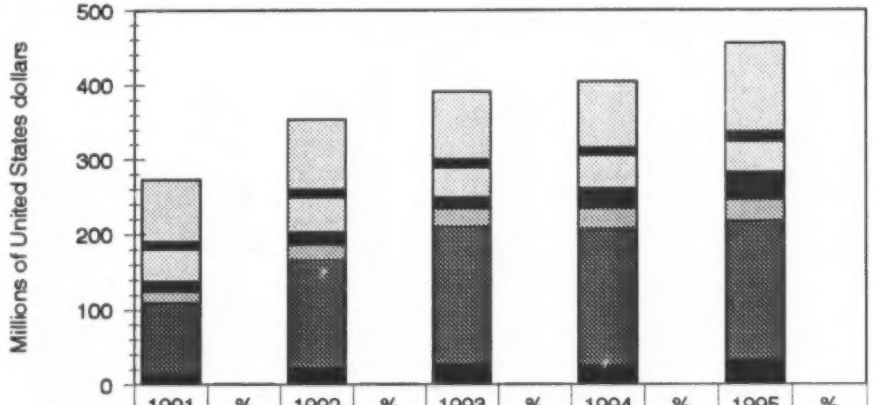
b/ Includes household food security.

c/ Consists of programmes in community development and organization, women and children in especially difficult circumstances.

d/ Consists of planning and social statistics, advocacy and programme support.

Annex V

UNICEF supplementary funds programme expenditure
by programme field, 1991-1995
(Emergency expenditures shown separately)



	1991	%	1992	%	1993	%	1994	%	1995	%
Health a/	83	30	94	27	91	23	89	22	118	26
EPI	42	15	48	14	51	13	36	9	52	11
ORT	3	1	2	1	2	1	2	0	3	1
Other health	38	14	44	12	38	10	51	13	63	14
Nutrition b/	10	4	11	3	11	3	10	2	13	3
Water	42	15	46	13	40	10	44	11	42	9
Education	13	5	17	5	15	4	27	7	36	8
Others c/	16	6	20	6	24	6	27	6	29	6
Emergency	95	35	144	41	184	47	182	45	185	41
Planning, etc. d/	14	5	22	6	26	7	25	6	32	7
Total	273	100	354	100	391	100	404	100	455	100

a/ Health includes EPI, ORT and other health.

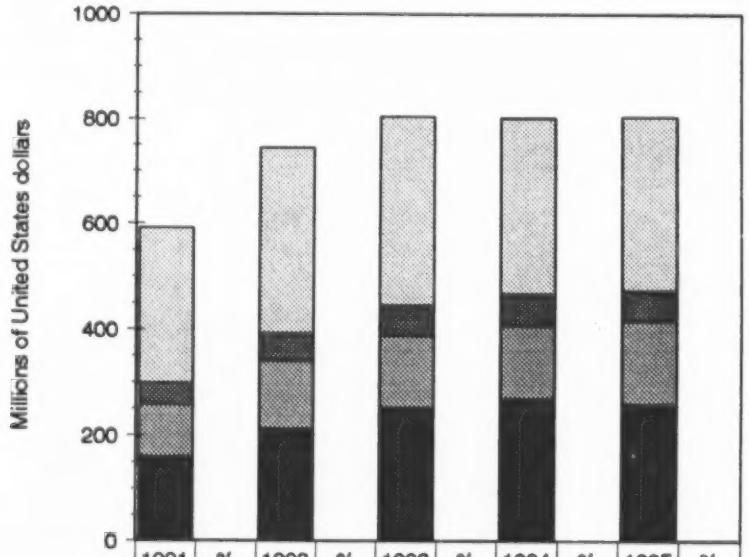
b/ Includes household food security.

c/ Consists of programmes in community development and organization, women and children in especially difficult circumstances.

d/ Consists of planning and social statistics, advocacy and programme support.

Annex VI

UNICEF programme expenditure by type of input, 1991-1995

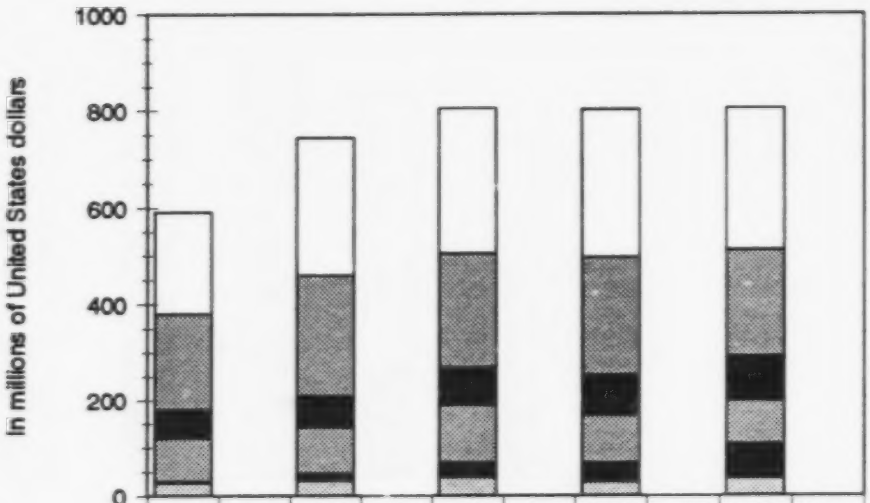


	1991	%	1992	%	1993	%	1994	%	1995	%
Supplies and equipment	294	50	352	47	359	45	334	42	330	41
Training grants a/	39	6	53	7	58	7	60	8	58	7
Project personnel	99	17	127	17	135	17	139	17	157	20
Other cash assistance	159	27	212	29	252	31	268	33	259	32
Total	591	100	744	100	803	100	801	100	804	100

a/ Comprises salaries and related expenses paid to project personnel with UNICEF contracts, including short-term personnel.

Annex VII

UNICEF programme expenditure
by geographical region, 1991-1995

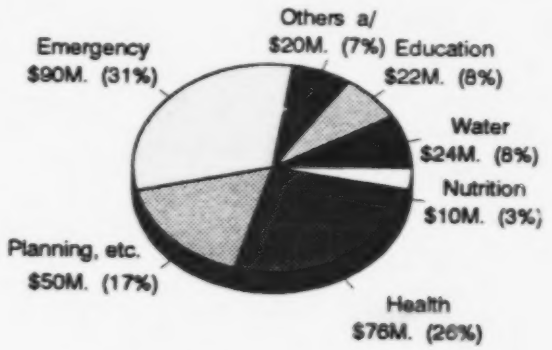


	1991	%	1992	%	1993	%	1994	%	1995	%
Africa	210	36	284	38	299	37	304	38	292	36
Asia a/	200	34	250	34	236	29	244	30	220	27
Americas	61	10	68	9	80	10	86	11	93	12
MENA a/	90	15	95	13	119	15	98	12	91	12
CEE/CIS/Baltic States	3	1	16	2	32	4	40	5	72	9
Interregional	27	5	31	4	38	5	29	4	36	4
Total	591	100	744	100	804	100	801	100	804	100

a/ Decrease in programme expenditure in Asia and MENA regions was due to shifting of expenditures of Afghanistan and Turkey to CEE/CIS and the Baltic States region, respectively.

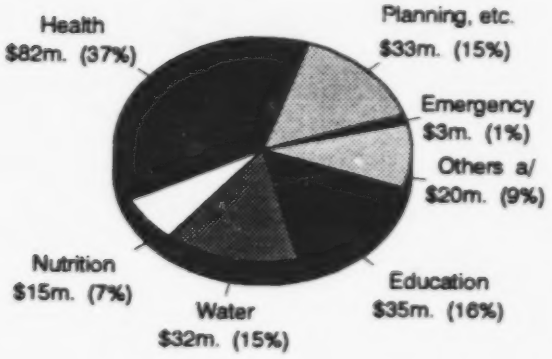
Annex VIII

UNICEF regional expenditure by programme fields, 1995



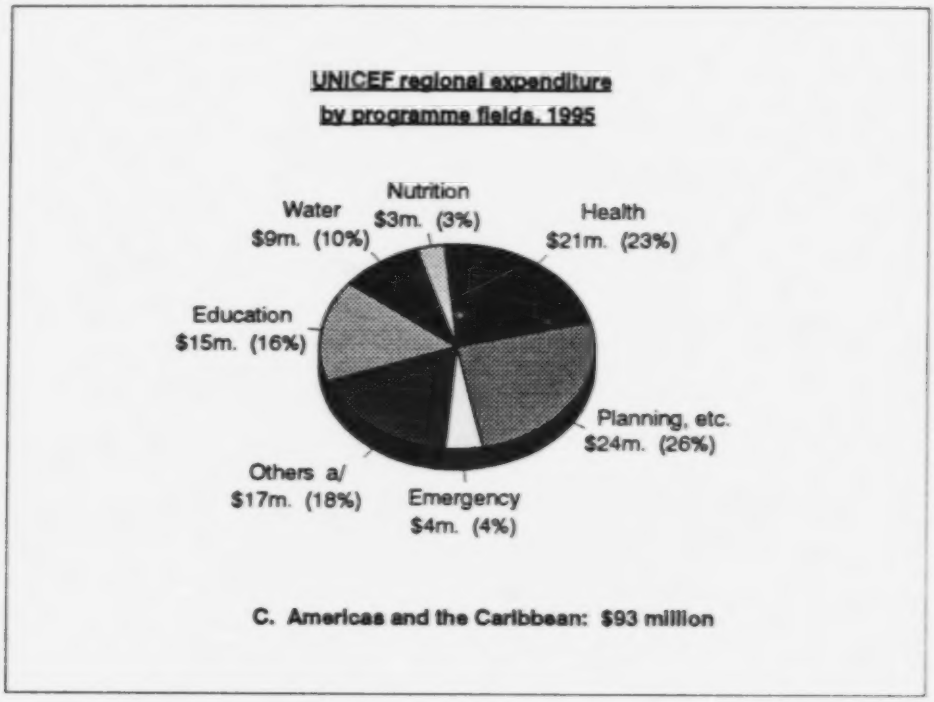
A. Africa: $292 million

UNICEF regional expenditure by programme fields, 1995

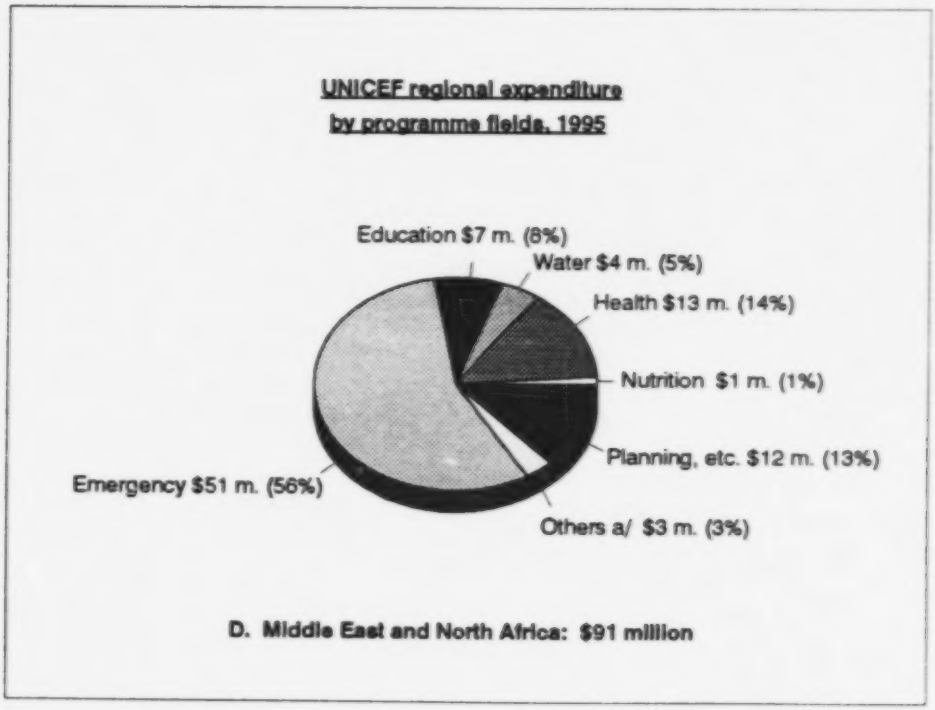


B. Asia: $220 million

Annex VIII (continued)



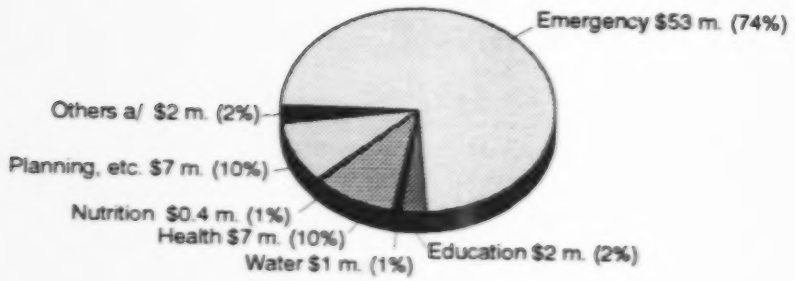
C. Americas and the Caribbean: $93 million


UNICEF regional expenditure
by programme fields, 1995
Education $7 m. (8%)
Water $4 m. (5%)
Health $13 m. (14%)
Nutrition $1 m. (1%)
Planning, etc. $12 m. (13%)
Emergency $51 m. (56%)
Others a/ $3 m. (3%)

D. Middle East and North Africa: $91 million

Annex VIII (continued)

UNICEF regional expenditure by programme fields, 1995



E. CEE/CIS/Baltic States: $72 million

Annex IX

Number of assisted countries in major programme fields

Programme	Africa 46	Asia 20 a/	Middle East and North Africa 14 b/	Americas and the Caribbean 24 c/	CEE/CIS and the Baltic States 21 d/	Total 125
Basic child health	42	20	13	23	14	112
Nutrition	14	14	4	9	8	49
Household food security	10	2	0	1	0	13
Water supply and sanitation	33	15	6	16	6	76
Education	40	18	13	20	13	104
Community organization and development	20	10	3	13	2	48
Young child development	5	5	2	9	0	21
Women-centred programmes	9	11	3	11	0	34
Children in especially difficult circumstances	11	11	3	22	4	51
Social mobilization and advocacy	33	18	12	17	4	84
Planning and social statistics	32	13	7	23	19	94

a/ Thirteen Pacific islands are counted as one programme.

b/ Five countries in MENA region funded from regional funds are counted as one.

c/ Fourteen Caribbean islands are counted as one programme.

d/ Seven countries in CEE/CIS and the Baltic States region funded from regional funds are counted as one.

Annex X

Programme expenditure for countries classified according to gross national product and under-five mortality rate

1994 GNP and 1994 U5MR a/	1994 child population (In millions)	Number of countries	1995 programme expenditure (In millions of US dollars)	Total expenditure (Percentage)	Total child population (Percentage)	Cents per child (US cents)
Low income						
Very high U5MR	213	31	238	32	13	112
High U5MR	558	21	236	32	33	78 b/
Middle U5MR	408	11	69	9	24	72 c/
Low U5MR	7	2	8	1	0	114 d/
Subtotal	1,186	65	551	75	71	94 e/
Lower middle income						
Very high U5MR	0	1	1	0	0	366 f/
High U5MR	86	9	62	8	5	72
Middle U5MR	248	31	79	11	15	32
Low U5MR	19	6	10	1	1	53
Subtotal	353	47	152	21	21	43
Upper middle income						
Very high U5MR	1	1	1	0	0	100
High U5MR	0	0	0	0	0	0
Middle U5MR	120	8	31	4	7	26
Low U5MR	12	4	2	0	1	17
Subtotal	133	13	34	5	8	26
Total for countries:	1,672	125 g/	737	100	100	44
Total for global and other regional funds:			67			
Grand Total:			804			
(of which LDCs)	(260)	(42)	(347)	(47)	(16)	133

a/ Low income = GNP per capita of $725 or less.
Lower middle income = GNP per capita between $726 and $2,895.
Upper middle income = GNP per capita between $2,896 and $8,955.
Very high U5MR = Over 140 under-five deaths per 1,000 live births.
High U5MR = 71-140 under-five deaths per 1,000 live births.
Middle U5MR = 21-70 under-five deaths per 1,000 live births.
Low U5MR = less than 21 under-five deaths per 1,000 live births.
LDCs = least developed countries.

b/ Cents per child was calculated excluding India.

c/ Cents per child was calculated excluding China.

d/ Higher cents per child was due to emergency expenditure in Bosnia and Herzegovina.

e/ Cents per child was calculated excluding India and China.

f/ Higher cents per child was due to having only one country (Djibouti) under this category with very small child population (251,000) but with minimum general resource allocation.

g/ Pacific and Caribbean Islands were counted as one each.